

Fall 2017



REGISTERED NURSES ASSOCIATION
OF THE NORTHWEST TERRITORIES AND NUNAVUT

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The Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU) is both a regulatory body and a professional association. Our mission is to promote and ensure competent nursing practice for the people of the Northwest Territories and Nunavut.

Connections is published three times a year by the RNANT/NU. The publication dates are March 15th, July 15th and November 15th. Deadlines for submissions are January 30th for March; May 30th for July; September 30th for November.

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President's Message



Rommel Silverio

Greetings to everyone! Let me be the first to greet you an advance Merry Christmas and Prosperous New Year. Hope that everyone is safe and doing well as we welcome the winter season again!

It is a great honor to accept the position of President with the Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU). I would like to thank Shawna Tohm, the Association's former President for encouraging me to apply as the President Elect of the Association more than a year ago. I am also pleased to work closely with Denise Bowen, our Executive Director and the current RNANT/NU Board of Directors. I appreciate their patience, wisdom, guidance and support during my transition to my new role as the RNANT/NU President. I also thank my family and my Employer for their understanding in allowing me to be part of our Association.

Please let me introduce myself to the members of the Registered Nurses Association of the Northwest

Territories and Nunavut (RNANT/NU). I first came to Yellowknife from the Philippines on January 15, 1998. Without job prospects and modest means, I was at first hesitant to relocate, but I made the move at the urging of my father. When I arrived in Yellowknife, I spent two weeks looking for work before I found a job at KFC. I quickly picked up more work to help cover living costs including a kitchen work at Ekati diamond mine, and cleaning at Stanton Hospital. While dutifully continuing to support to my family in the Philippines, I began thinking about the next step. I knew it would be hard, but the next step had to be going back to school. Soon after marrying my wife in 1999, I began applying for school to become a registered nurse. I struggled and strove to gain acceptance at the college. It was very difficult; I was screened out twice and not accepted. Finally, on the verge of giving up, I was accepted in 2002 on my third attempt in the same year where Aurora College introduce their Baccalaureate Program for the nurses. Soon after finishing my first year in the nursing program, the door of opportunity started to open up for me, where every summer I was hired to work in Stanton Hospital and Home Care as a summer student until I graduated from the nursing program. Immediately after graduation, Stanton Territorial Health Authority hired me as a registered nurse. I have been a Nurse for over 11 years and started my nursing career as a Float Pool Nurse, Home Care Nurse, Pediatric Nurse, Part-time Aurora College Instructor, and currently a Patient Care Coordinator. In my spare time, I contribute my time to the Yellowknife City Government as an Elected City Councillor and sits in the Audit committee of the City. Also, I am an active member of the Philippine Cultural Association of Yellowknife.

Furthermore, I would like to inform all the members that I was accepted as a Board of Director representing Northwest Territories and Nunavut on

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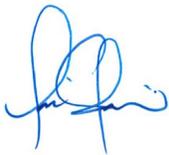
September 19, 2017, in the Canadian Nurses Association (CNA). I will be travelling to Ottawa on November 19 to 23 to attend my first CNA Board meeting. The CNA Board of Directors will have the opportunity to meet with the Minister of Health to discuss the current issues surrounding Health Care. The CNA promotes nurses to become the country's advocates and agents of change in the country's health care system.

As I navigate my nursing career I find it very humbling and challenging as we connect with our patients in their most vulnerable time in their life when they are sick. We welcome life when we assist in delivery of an infant and we witnessed death when we sit down at the bedside of our dying patients and give comfort to their families as they say their last goodbyes. Families that we cared for do remember the nurses that work with them in the course of their journey whether in the short term or long term. Despite the challenges in our day-to-day work, I urge all the members to be steadfast and be grounded to our Standard of practice, the Code of Ethics, the Nursing Act of the NWT/NU, to our policies and by-laws of the Association.

As the new President of the Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU), I encourage all members to become actively involved in our Association like becoming a Board of Director, sit on one of our committees, be a contributor to our newsletter, or just simply give feedback. Your ideas are always welcome. Through our active participation in our Association, then we can make a difference in our profession and our community.

Finally, I hope that everyone already received their 2018 RNANT/NU renewal registration card, remember after December 31, 2017 you are required by law to have a current registration. If you are not able to submit your 2018 RNANT/NU renewal registration, please do so. Also, I want to remind to all the members that our Annual General Meeting (AGM) is April 13-15, 2018 at Chateau Nova Hotel, Yellowknife, NT. Please save the date and see you there!

Thank you to everyone and stay safe always!



Rommel C. Silverio, RN, BScN
President, RNANT/NU

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Executive Director's Message



Denise Bowen

The renewal period has ended and if you are like me, you may have asked, what do my fees pay for? Its not an easy answer in 500 words or less, but here is a quick breakdown. The base fee is 789.80 which pays for the activities of the Association as outlined in the Act: registering nurses; reviewing professional conduct; approving entry level education programs; and supporting nurses in their practice through the development and publication of documents such as the standards of practice, the Code of Ethics (CNA 2017) and the entry-level competencies. If you are really interested in the actual breakdown, you can look up the Annual Report for the audited financial statements, which can give you a better monetary picture of what we do.

The Association is a member of the Canadian Nurses Association (CNA) and on each renewal you will see that \$54.95 goes to CNA. They are active in professional development offering webinars, specialty certifications <https://www.cna-aiic.ca/en/certification> and access to NURSEONE <https://www.nurseone.ca/knowledge-features>. Advocacy is a large part of what CNA does and most recently CNA presented to the Senate Standing Committee on Social Affairs, Science and Technology in support of Bill C-277, An Act Providing for the Developments of a Framework on Palliative Care in Canada, as well as submitting a brief to the Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities on advancing inclusion and quality of life for Canadian seniors.

You can sign up for *CNA Now e-Update* at <https://www.cna-aiic.ca/cnanow>

Your fees also pay 34.00 to the Canadian Nurses Protective Society (CNPS). This organization offers legal support to Canadian nurses, and is an invaluable service to us.

If you want to know more, CNPS is offering a free webinar titled *Learn more about CNPS. More than Liability Protection* on December 6, 2017. <https://www.cnps.ca/>

Some time ago I received a call from a member. She started the conversation with "I'm one of your nurses." I was a bit taken aback and responded, "I don't think of the members as our nurses." It did get

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me thinking on how do I see the members. The best word I can think of is that we are colleagues. In the sense that we are working together in a profession. As colleagues in the nursing profession we all have a responsibility for ensuring patient safety, and a responsibility to the profession. At the office, we take those responsibilities seriously, and encourage and welcome your practice questions and concerns that you have. As colleagues, I would hope that when you have a question about what we are doing, that you connect with us. We appreciate your feedback, and suggestions for improvement. I do recognize that our priority is ensuring public safety, and a big part of what we do here is regulation, but hope that when we call you, that you can appreciate our feedback and suggestions.

In 2018 we will be moving to an online registration and renewal system. We will let you know through the newsletter, mass emails, Facebook and the website how this will roll-out.

As always, if you are in Yellowknife and have time, please stop by; the coffee is always on (Keurig). If you know of a great conference, have an article or story you would like to share, let us know.

And finally, this is the last newsletter of 2017, and Jan, Jenn, Krista, Shawna and I wish you and your family a peaceful holiday season, and Happy New Year.



Denise Bowen, RN, MN
Executive Director RNANT/NU

The 2018 RNANT/NU
Annual General
Meeting is scheduled for
April 13-15th, 2018.
The AGM will be held in
Yellowknife, NT.

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2018 Continuing Competence Plan (CCP) Audit

JANUARY 2018: Continuing Competence Plan (CCP) letter will be sent out to those randomly selected!

Ensure you have your 2017 Learning Plan and Self Assessment Tool completed and ready to send in!

WHAT DO I DO?

At the beginning of each year you should have already completed the start of your 2018 Learning Plan and completed your 2017 Learning Plan. Please refer to samples below.

2017 Learning Need	2017 Activities to meet Learning Need (Provide <u>2 or more</u> specific activities for each Learning Need)	2017 Evidence of Evaluation
<p>Learning Need #1:</p> <p>Expand knowledge base of mental health/behavioural disorders</p>	<ul style="list-style-type: none"> Attend a Mental Health First Aid Canada workshop (Feb 26/27, 2017) Addressed individual mental health/behavioural concerns with psychiatrist for clients as they arose 	<p>Upon completion of the Mental Health First Aid workshop I have a clearer understanding of the differences between mental health and behavioural disorders. I am more confident in my ability to identify and meet the specific needs of my clients.</p>
<p>Learning Need #2:</p> <p>Gain current trends for wound care practices/management</p>	<ul style="list-style-type: none"> Attend Fundamentals of Wound Management workshop (April 14, 2017) Work with wound care advocate/specialist to learn more about current wound care practices; caring for simple to complex wounds 	<p>I feel confident in my abilities to care for simple to complex wounds independently after attending this workshop. I can effectively troubleshoot specific wound care needs for my clients as they arise.</p>

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2018
CCP

This is what you should have completed to date for your 2018 Learning Plan. Please note you can always add to this throughout the year.

2018 Learning Need	2018 Activities to meet Learning Need (Provide <u>2 or more</u> specific activities for each Learning Need)	Evidence of Evaluation (Provide examples and how this has changed, impacted or improved your practice).
Learning Need #1: Learn more about infectious and non-infectious rashes and their presentation.	<ul style="list-style-type: none"> Attended a one-day presentation on rashes by University of Calgary in March 2018 (on telehealth). Discussed with colleagues in the health center my diagnosis when I see patients with rashes. Read journal articles on rashes. 	
Learning Need #2: Learn about best practice and current trends for hypertension management.	<ul style="list-style-type: none"> Attended telehealth lecture on hypertension by University of Calgary in June 2018. Read current medical journal articles on hypertension from <i>up-to-date</i>. 	

As these examples illustrate, your yearly CCP does not have to be complicated. It is best to keep it simple, clear, and concise. The focus is on the impact it has had on improving your practice.

i) Your learning goals/needs should be specific.

- What do you want to know more about to enhance your practice?
- What do you feel you can improve upon in your current nursing practice?
- Please ensure if you are completing learning goals for a new area of nursing practice indicate that in this section. E.g.: I would like to expand my nursing practice to include Pediatrics and will need to take courses specific to this field.

ii) Your Learning Activities should clearly highlight what you have done over the course of the year to help you address each learning goal/need. They should be specific.

- What exactly did you do?
- When did you do it? (dates)

iii) Your Evidence of Evaluation should address your learning goal/need.

- What did you learn?
- How has what you learned affected or changed your nursing practice?
- If your activity was cancelled please indicate in this section and what your future plans are for addressing the learning goal/need? Did you do an alternative activity to meet the goal? What was it and how did it change or influence your practice?

MORE INFO?

For more information on the RNANT/NU Continuing Competence Program and Continuing Competence Plans please review the power point on the website or contact Shawna Tohm to make an appointment (phone or in person) at 867-873-2745 ext 22 or registrar@rnantnu.ca

You will find examples of satisfactory CCPs that have been previously submitted to the RNANT/NU registration committee as part of the RNANT/NU annual CCP auditing process at <http://rnantnu.ca/registration/continuing-competence/ccp-examples>

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Education Opportunities at Qikiqtani General Hospital

Where can you get nearly all the resuscitation education that you need in order to provide nursing care, reflective of today's science?

Drop by Qikiqtani General Hospital in Iqaluit, Nunavut, and speak to Jennifer Pearce, Clinical Nurse Educator. Jennifer offers a monthly calendar filled with excellent education opportunities: Pediatric Advanced Life Support (PALS), Advanced Cardiac Life Support (ACLS), Basic Life Support (BLS), Neonatal Resuscitation (NRP), Fetal Health Surveillance (FHS), Nonviolent Crisis Intervention (NVCI), and Trauma Nursing Core course (TNCC).

Resuscitation drills are offered regularly. These drills support the opportunity for health care professionals to maintain the knowledge and skills acquired during the courses. Annual education days are built into the nursing schedules. The education days offer a review of equipment, policies, and procedures as well as the opportunity to seek input from frontline staff regarding future ideas.

Jennifer acknowledges that she would not be able to do this without the support of her employer, Department of Health, Government of Nunavut.

We're hiring



Investigative Assistant Casual Position (0.2)

The Registered Nurses Association of the Northwest Territories and Nunavut is currently seeking a knowledgeable, self-directed registered nurse to serve as the Investigative Assistant. The Investigative Assistant will provide direct support to the Director of Professional Conduct Review (PCR) and may provide support to the Professional Conduct Committee. The nature and legality around this committee demands an exceptionally high degree of confidentiality and document handling.

Qualifications and a job description are available [here](#)

This position is 0.2 FTE working 7.5 hours per week and is located in Yellowknife. There is flexibility in the work hours, within the office hours of 0830-1630. No relocation expenses are available.

Closing Date: Friday, November 24, 2017, 4:00PM MST.

Please apply to Denise Bowen, Executive Director, RNANT/NU ed@rnantnu.ca.
For further information, please contact execast@rnantnu.ca

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Save the Date – April 13, 2018 Bring your 'A' Game to Work and Life!

If you have ever been tired, overwhelmed, stressed and it's not even lunch time yet, you will need to hear this presentation.

If you have ever felt like there was not enough time, energy and motivation to do the things you know you 'should' do, you will appreciate this presentation.

If you have significant relationships that have room for improvement, you should grab your pen and paper and run, not walk, into this presentation!

Stephanie has burnt out and bounced back, ran out of time, energy and motivation and now has more than enough of all of them. She has let work overtake her relationships and figured out how to get them back even better than before.

Steph knows firsthand that we can only do good if we feel good and we can only feel good if we are willing to look at our lives beyond our work, yep we have to look into the mirror. Yikes!

Journey on this high energy, no holds barred presentation as Stephanie peels the layers back and exposes not only *what* you need to do to bring your 'A' game to your life and livelihood but *how* to do it - sustainably!



Stephanie Staples is a Certified Speaking Professional (CSP). She is one of only 10 percent of speakers in the world (and the only female in Canada this year) to have this designation, which is the highest earned credential in the speaking industry. This prestigious appointment means you can be assured your event is in safe, capable and reputable hands. The CSP signifies proven platform expertise and exceptional ratings from clients through a proven record of speaking experience. As a thought-leader in the personal development field, Stephanie shares her expertise weekly as the host of Your Life, Unlimited on Corus radio, is a regular print and online columnist, television guest and is quoted and featured in publications globally. Stephanie uses humour and heart to convey a message that everyone needs to hear. Her presentations have been proven to increase feelings of hope, happiness & empowerment for participants. Plus, they are super fun!



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Learning from Each Other and Maximizing Potential at Aurora College

Jodi Brennan, RN, MN
Chair, School of Health and Human Services,

This year in August, instructors of the School of Health and Human Services at Aurora College (Personal Support Worker, Social Work, Remote Nursing and Bachelor of Science in Nursing) engaged in a team enhancement and professional development activities that were academically stimulating, thought provoking and downright fun! It was a great way to start off the new school year.

To start, each faculty member completed the Everything DISC Workplace Profile (Wiley, 2012). This self-assessment helped faculty gain insights about themselves and enhance connections with others in the workplace. Each faculty shared their own style and then engaged in a group activity to learn how they could better understand the priorities of other's styles. Gaining appreciation of colleagues work styles and how to promote

better team function was an outcome of the activity. I would encourage other workplaces to try a similar exercise! Faculty engage in professional development activities frequently at Aurora College but often do not have the time or space to share their learning from courses, conferences and research initiatives. 13 faculty completed 10 minute presentations about their most significant learning of the previous year. The discussion was so rich and diverse! This allowed dissemination of best practices, research findings and learning points. This activity also provided an opportunity to appreciate the expertise we have within our own faculty at Health and Human Services and spurred on opportunities to collaborate within the group in pursuing research opportunities.

Did you know you can verify your registration on the RNANT/NU website?

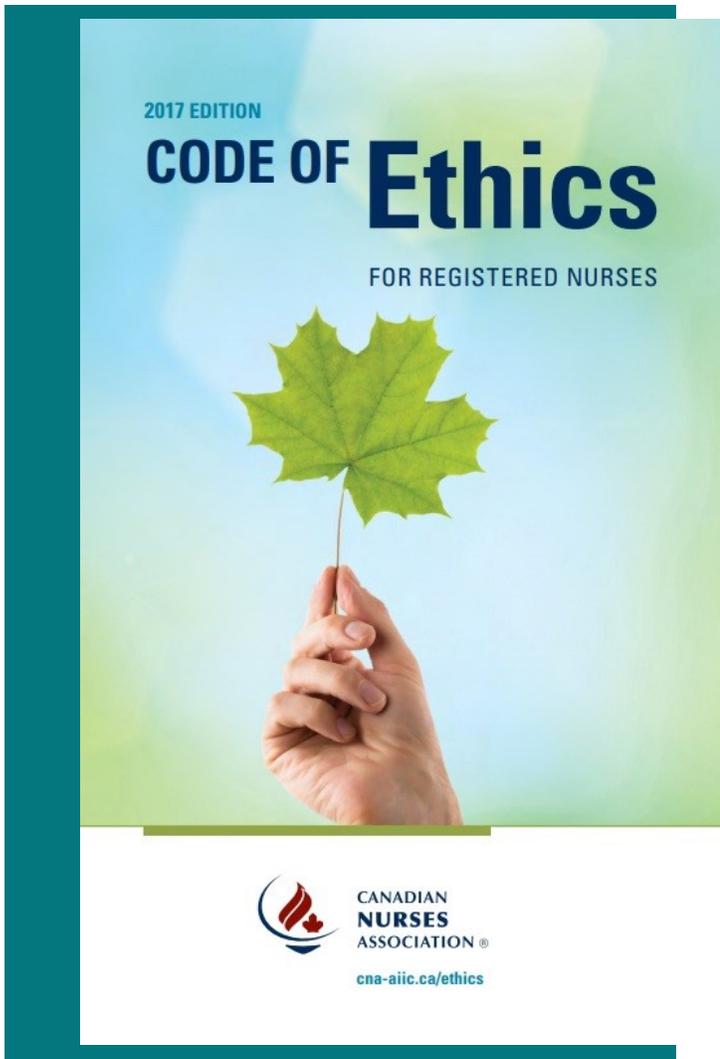
<http://www.rnantnu.ca/status-check>

You can search by registration number, first or last name.

The Registration Verification Tool provides the names and registration numbers of members who currently hold Active-Practicing Memberships and are entitled to practice (RNs, NPs and temporary certificate holders). If a nurse is not currently registered with the RNANT/NU, they will not be listed in the search results.

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The 2017 edition of the *Code of Ethics for Registered Nurses* is a statement of the ethical values of registered nurses and nurses licensed in extended roles, such as nurse practitioners. It demonstrates nurses' commitments to persons with health-care needs and persons receiving care.

The 2017 edition contains new and updated content that reflects contemporary practice needs:

- Medical assistance in dying
- Advanced care planning
- Equity
- Primary health care
- Job action
- Workplace bullying
- Ethical models for reflections including *Oberle* and *Raffin Bouchal*
- Advocating for quality health environments

From <https://www.cna-aicc.ca/en/on-the-issues/best-nursing/nursing-ethics>

Read the 2017 edition online [here](https://www.cna-aicc.ca/html/en/Code-of-Ethics-2017-Edition/index.html)
(<https://www.cna-aicc.ca/html/en/Code-of-Ethics-2017-Edition/index.html>)

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**WINTER IS
COMING!**
How will you spend
your time?

VOLUNTEERS NEEDED!

- Registration Committee
- RN Practice Committee
- NP Practice Committee
- Education Advisory Committee

All volunteer hours on the committee count towards your nursing hours.

Make a difference and sign up today, great experience for all members!

Committees meet monthly and/or every other month.

Email info@rnantnu.ca for more information or stop by our office and ask to speak to Shawna Tohm, Director of Regulatory Services and Policy (867) 873-2745 ext. 22

Find the passion, make a difference in your career and explore the possibilities today!

**This is your opportunity to make a difference and be a part of the
Registered Nursing Association of the Northwest Territories and Nunavut!!**

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Education for Remote Community Health Nurses

By Jessica Therrien RN, BScN, CHN



In order to deliver care to our remote community as a primary care provider we need to be using skills and knowledge respecting high competencies and standard of care. The reality of caring for our northern community residents with limited access to resources and medical staff is a daily challenge. The community relies on us to provide the best care possible and we need to be equipped with the best knowledge and skills achievable.

Competencies and standard of care is highly optimised through education. The Post Graduate Certificate in Remote Nursing (PGCRN) Program offered at Aurora College in Yellowknife, equipped me with the best knowledge and assessment skills. The entire program was helpful in giving me the opportunity to learn how to work effectively as a community health nurse. The program enhanced my confidence to practice in this expanded role in a competent way. I can say I'm definitely a better nurse. We are providing care to all ages of the spectrum with different levels of acuity and this program prepared me to care for our community. The PGCRN program enhanced my knowledge in identifying differential diagnosis and making decisions based on my assessment skills. I am able

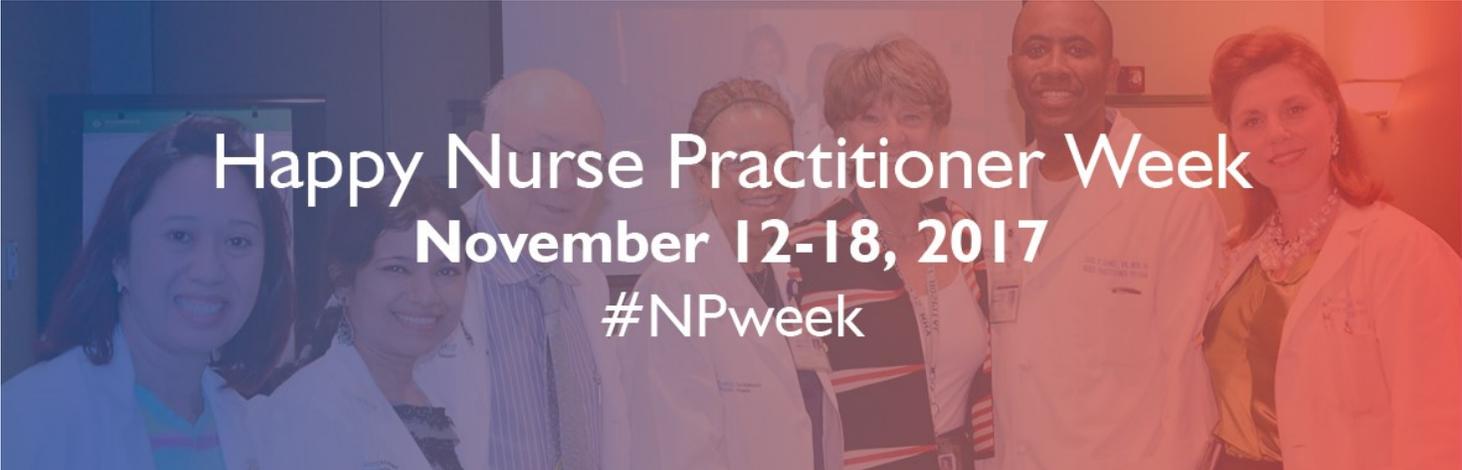
to assess a patient and decide on a plan of care based on my knowledge and know where to find the resources to help in my daily practice. I now have a better understanding of pharmacology, the effect of drugs on the body, their interaction with other drugs and substances and how to choose and dispense our medications. This program helped me to enhance my knowledge in this role to meet the standard and competencies expected in expanded practice and to work safely.

The 3 week 'hands on' on site portion was definitely the highlight of the program. To be able to connect with the other students and to practice our assessment skills in a safe environment was definitely an important piece of my learning. We are the eyes of the other members of the integrated team that we consult with, and being able to perform thorough assessments and appropriately describe our findings is essential to make decisions in the best interest of our clients. The ability to assess and recognize the normal from the abnormal and then to act on those finding is an essential component of practicing in a remote community as is making decisions regarding treatment, monitoring requirements and follow-up. The PGCRN program definitely supported me in learning decision-making and how to communicate my findings with the integrated team.

This program should be mandatory for all nurses working in our remote communities. Nursing practice in the north is very unique and in order to provide care for our remote community we nurses need to be working with knowledge and assessment skills respecting high standard and competencies. This program has definitely helped me to offer better care for our northern community. I believe education is the key for a better health care in our remote communities.

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Happy Nurse Practitioner Week
November 12-18, 2017
#NPweek



Nurse Practitioner Practice in Nunavut

By Colleen Wyatt NP

Advocacy is an important role of being an NP. Nursing in the North is a rewarding professional challenge like no other. I have always had a yearning to do "Outpost Nursing" and was excited to move to Nunavut in 2008 to work as a Community Health Nurse even knowing that the RNANTNU regulations were in the process of disallowing NP practice hours to be accumulated while working in a CHN position. Early in 2009 I began advocating for NP positions in Community Health Centres. A committee was struck and political partners engaged. Eventually we were successful in gaining funding for an NP Pilot project for the Pond Inlet Health Centre in 2012 and I was fortunate enough to be able to work in the full scope of NP practice and provide enhanced Primary Health Care to the community. There were multiple extensions for funding of the "Pilot Project" which eventually led to the development of NP positions in several communities in 2015. Not all of those positions have been filled, but NPs are now welcome to work in all Nunavut communities and may do so on a casual basis. The creation of NP positions in the Community Health Centres is proof of the power of Advocacy. Working as an NP in the North is like none other and has far exceeded my expectations of being an "Outpost" nurse.

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Call for Abstracts

Submission Deadline: December 21, 2017

From Insights to Impact: It Starts with Nursing is the theme of the CNA biennial convention being held on June 18-20, 2018 in Ottawa, Ontario.

CNA is seeking abstracts from nurses and other health professionals on five themes.

- ACCESSIBILITY (Delivering care that is equitable, timely and affordable)
- PERSON-CENTRED CARE (Making patients and clients partners in health)
- HEALTH PROMOTION AND CHRONIC DISEASE PREVENTION AND MANAGEMENT (Empowering people to take charge of their health)
- TECHNOLOGY AND INNOVATION (Using advancements to make health care better)
- COOPERATION AND COLLABORATION (How teams and other sectors contribute to health)

See the abstract [submission guidelines](#) and [on-line form](#) for full content details.

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Continuing Your Education

Upcoming CNPS Webinars

Learn about CNPS. More than Liability Protection

Tuesday, December 5, 2017, 12:00-1:00 EDT

The Nurse, the Chart, and the Law

Wednesday, December 6th, 2017, 12:00-1:00 EDT

Liability Considerations in Collaborative Care

Tuesday, January 16, 2018, 12:00:1:00 EDT

Nurses in Independent Practice

Thursday, January 18, 2018, 12:00:1:00 EDT

Social Media and Technology

Wednesday, February 21, 2018, 12:00:1:00 EDT

To register or for more information click [here](#)

Your Life, Unlimited with Stephanie Staples

RNANT/NU 2018 AGM Education Day, Yellowknife

April 13, 2018

**More information will be available soon on our website.*

The Dorothy Wylie Health Leaders Institute in partnership with Canadian Nurses Association: Leading in Complex Environments... Finding the Courage to Lead

May 22-25, 2018

Toronto, ON

The Dorothy Wylie Health Leaders Institute consists of a 4-day residential, inter-professional leadership Institute with a structured virtual follow up that spans several months and includes individual access to Harvard Manage Mentor and a capstone project.

More information available at <https://healthleadersinstitute.ca/>

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Continuing Your Education

Perinatal Services BC's 3rd Biennial Conference: Healthy Mothers and Health Babies Cross-Continuum Approach to Research and Practice

March 1-2, 2018

Hosted by Perinatal Services BC, this conference is for health care professionals invested in the care of pregnant/postpartum women and their infants through the continuum of perinatal and newborn care. This conference will engage health care professionals from a wide range of disciplines in knowledge transfer and interprofessional collaboration in order to provide the best care possible and ensure healthy mothers and babies. Patient informed research and practice as well as examples of how health care can be enriched by patient involvement will be highlighted. The format will include plenary, breakout, and poster sessions, along with networking opportunities.

Website: <http://interprofessional.ubc.ca/initiatives/hmhb2018/>

NETNEP 2018: The 7th International Nurse Education Conference

May 6-9, 2018

Research, scholarship and evaluation: ensuring nursing leadership in education, practice and healthcare

Website: www.elsevier.com/netnep-conference