

Nursing News

From the International Council of Nurses ...

New International Study Shows Working Conditions the Major Factor Driving Nurse Migration

A new multi-country study focussing on the international migration and mobility of nurses points to the "push" factor of inadequate working conditions being the main driver in nurse migration, both from developing to developed countries and between developed countries. The study, *International Nurse Mobility: Trends and Policy Implications*, was jointly published by the World Health Organization, the International Council of Nurses, and the Royal College of Nursing, UK. The report has an international focus, drawing in particular from country case studies in industrialized and developing countries: Australia, the Caribbean, Ghana, Ireland, Norway, Philippines, South Africa, United Kingdom and the USA. The full text of *International Nurse Mobility: Trends and Policy Implications* can be accessed on the following websites: www.who.int and www.icn.ch.

New Online Resource for Nurses Around the World

Nurses around the globe have a new channel for sharing resources: the International Section of www.nursingspectrum.com. Nurses can access the section directly at www.nursingspectrum.com/InternationalNursing/index.htm. Emerging new diseases, drug-resistant organisms, medical and surgical advances, aging populations, poverty, conflict, hunger, and new healthcare technology are just a few of the challenges nurses must address, often while coping with diminishing staff and financial resources. The new International section, developed by the International Council of Nurses (ICN) and *Nursing Spectrum*, provides a forum where nurses can discuss these issues online; access current news; obtain information on global professional issues; find resources for international employment and volunteering; obtain international continuing education, and access an international calendar of nursing events.

Northumberland Health Care Corporation has announced that it will change its name to **Northumberland Hills Hospital** once the facility relocates in October 2003.

At its annual general meeting in August, the **Canadian Medical Association** launched the CMA Award for Excellence in Health Promotion to recognize individuals and organizations outside of the health sector who have made a significant contribution towards a healthy population. The first award was presented to the Federation of Canadian Municipalities in recognition of those municipalities across Canada that have passed bylaws banning smoking in 100% of all indoor public places as of July 1, 2003. The award was accepted by Calgary Alderman John Schmal, immediate past President of the Federation of Canadian Municipalities, and His Worship Dave Burgess, Mayor of Brandon, Manitoba, at the CMA's annual meeting in Winnipeg.

The CMA has also launched the **CMA Centre for Physician Health and Well-Being**. The Centre will serve as a national resource for promoting and protecting the health and well-being of physicians, physicians in training and their families.

In a representative survey of 2,251 physicians conducted on behalf of the CMA between February 6 and June 3, 2003, 45.7% of Canadian physicians were found to be in an advanced phase of burnout that is, feeling that they are ineffective, emotionally overrun and exhausted by their work, and showing clear signs of depersonalization in relationships. In an earlier survey of CMA member physicians, 48% of participants expressed dissatisfaction with their chosen profession.

Health Canada is contributing \$200,000 to Media Pulse, a project designed to raise awareness among health professionals about how media can influence the health and well-being of children and adolescents. The **Media Awareness Network (MNet)**, a non-profit organization and Canada's leading media-education source, has teamed up with the Canadian Paediatric Society to develop Media Pulse, with funding from Health Canada's Population Health Fund.

At Sunnybrook and Women's College Health Sciences Centre, Virginia McLaughlin becomes the Chair of the Board of Directors. Susan VanDeVelde-Coke leaves her current position as Vice-President, Operations, at the Victorian Order of Nurses Canada to join Sunnybrook and Women's as Executive Vice-President of Programs/Chief Health Professions Executive. She is also a Clinical Associate at the University of Ottawa, was previously an Assistant Professor at the University of Manitoba, and held the positions of Vice-President and Senior Vice-President of Nursing at the Health Sciences Centre, Winnipeg.

The **2001/2002 Annual Report: Hospital Pharmacy in Canada Survey** is now accessible at www.lillyhospitalsurvey.ca. This is the 14th report in a series that tracks progress in the provision of pharmacy services in Canadian hospitals dating back to 1986. The report provides data tables, figures, and commentary on all aspects of pharmacy services. To support comparison, information is provided for all respondents' facilities and for facilities by bed size, by teaching status, and by province.

The report chronicles the current state of medication incident reporting and incident-review systems in place in Canadian hospitals. This is followed by an extensive discussion of medication incident-reduction strategies in key areas of the medication system. The editors describe alignment of current practice with standards set by recognized bodies such as the Canadian Society of Hospital Pharmacists, the Institute for Health Care Improvement, the Institute for Safe Medication Practices, and the United States Joint Commission on Accreditation of Health Care Organizations. The report challenges pharmacists to be involved in and provide leadership in establishing programs that improve and enhance patient safety. It provides insight into collaborative strategies that can and should be adopted to further improve systems. A sampling of results is shown in Figure 1.

Trends identified in other sections of the report provide insight into a pharmacy perspective on the changing health system. Pharmacy staffing and salaries are documented. There continues to be a shortage of hospital pharmacists, while recruiting to technician and management positions does not seem to be unduly difficult. The extent of the shortage of hospital pharmacists (228 vacancies in respondents' hospitals on March 31, 2002) and the impact this is having on provision of clinical services is described. Recruitment and retention strategies adopted to reverse this trend are having limited impact.

Slow progress is described in the delivery of clinical pharmacy services and enhancements to drug distribution systems. Increases in automation, and expansion of the role of pharmacy technicians in checking the work of other technicians, have supported marginal but steady gains in pharmacist involvement in direct patient care. Data from a subset of larger hospitals defines staffing and drug costs at a program level for key specialty areas. The report concludes with a comparison of key indicators for pediatric and all respondents.

The 2001/2002 Annual Report of Hospital Pharmacy in Canada provides comprehensive, comparative data. It offers the reader a valuable tool to support improvement of practice.

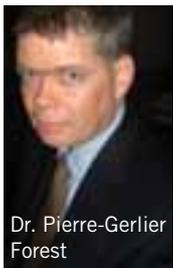
Figure 1. Medication Incident Review 2001/02

Hospitals (n=)	All (123)	Bed Size			Teaching Status	
		100–200 (29)	201–500 (66)	>500 (28)	Yes (52)	No (71)
A medication incident-reporting system is in use	113 92%	27 93%	60 91%	26 93%	50 96%	63 89%
There is a designated committee responsible for medication incident review	85 69%	18 62%	46 70%	21 75%	44 85%	41 58%
Medication incidents are reported and openly discussed by staff without fear of reprisal	81 72%	19 70%	45 75%	17 65%	36 72%	45 71%
Concentrated potassium chloride is available on fewer than 10% of nursing units	38 31%	5 17%	26 39%	7 25%	17 33%	17 30%
Single standard infusion concentrations are used in at least 90% of cases for insulin	56 46%	11 38%	35 53%	10 36%	28 54%	28 39%
There is a designated list of dangerous abbreviations that are not accepted	28 23%	7 24%	15 23%	6 21%	13 25%	15 21%
There is written hospital policy providing nurses and pharmacists the right to refuse to act on a physician order on the basis of patient safety	65 53%	12 41%	37 56%	18 64%	26 50%	39 55%
Computerized physician order entry (CPOE):						
Approved plan to implement	17	1	8	8	8	0
Operational	9	3	3	3	9	–
Bar coding is used in the medication system (report details at which point bar coding is used)	13 11%	–	6 9%	7 25%	11 21%	2 3%

Funding for **British Columbia's six health authorities** will rise by \$132 million in 2003-04 to exceed \$6.1 billion. Since 2001-02, the government has increased the base funding commitment to health authorities by 10.4%. Health authority allocations for 2003-04 are:

- Northern Health Authority: increase of \$6.3 million for a total of \$318.9 million.
- Interior Health Authority: increase of \$18.5 million for a total of \$926.3 million.
- Fraser Health Authority: increase of \$28.9 million for a total of \$1.385 billion.
- Vancouver Coastal Health Authority: increase of \$29.6 million for a total of \$1.676 billion.
- Vancouver Island Health Authority: increase of \$19.9 million for a total of \$1.003 billion.
- Provincial Health Services Authority: increase of \$28.8 million for a total of \$847.2 million.
- Niagara Health Council: total allocation of \$643,690.

Funding allocations for health authorities were included in the 2003-04 budget of \$10.5 billion for the Ministry of Health Services. The increase includes \$319 million in additional federal funding from the Health Accord, which will be fully directed to patients. The federal funding will be allocated to health authorities to sustain existing plans to continue reforms in the areas of primary care, home care and catastrophic drug coverage.



Dr. Pierre-Gerlier Forest

Dr. Pierre-Gerlier Forest has been appointed to the G.D.W. Cameron Visiting Chair for Health Canada. Reporting to the Deputy Minister, Dr. Forest will provide advice to the Minister, the Deputy Minister and the department on a wide range of emerging health issues, participate in senior departmental committees and take part in developing policy. Dr. Forest is a

Professor of Public Policy and Management with the Department of Political Science of Laval University. He is best known for his research and publications pertaining to health policy and health services governance. He is also known for his work as Research Director of the Commission on the Future of Health Care in Canada (Romanow Commission). The G.D.W. Cameron Visiting Chair was created in 1999 in honour of Dr. George Donald West Cameron, who served as Deputy Minister of National Health between 1946 and 1965. Dr. Forest succeeds Dr. Robert McMurtry, who was the first Fellow to occupy the Visiting Chair.

Ontario's Health and Long-Term Care Minister Tony Clement recently named the members of an expert panel that will be providing advice on how to **strengthen infectious disease control** during future outbreaks. Panel members are Dr. Wilbert Keon, CEO of the University of Ottawa Heart Institute; Dr. Jack Kitts, Chief Executive Officer of The Ottawa Hospital; Dr. Andreas Laupacis, President and CEO of the Institute for Clinical and Evaluative Sciences; Dr. Donald Low, Chief of Microbiology at Mount Sinai Hospital; Dr. Kieran Moore, an emergency physician at Sudbury Regional Hospital; Leslie Vincent, Chief of Nursing at Mount Sinai Hospital; and Dr. Robin Williams, Niagara Region's Medical Officer of Health.

Dr. David Walker, Dean of Medicine at Queen's University, is chair. Ex-officio members of the panel are Dr. Sheela Basrur, Toronto's Medical Officer of Health; Dr. Colin D'Cunha, Chief Medical Officer of Health for Ontario; Dr. Hanif Kassam, Associate Medical Officer of Health in York Region; Dr. David Naylor, Dean of Medicine at the University of Toronto; Dr. Jim Young, Commissioner of Public Security; and Dr. Dick Zoutman, Chief of Infectious Diseases at Kingston General Hospital.

The work of the panel will include assessing the backup capacity needed in the healthcare system, as well as research into measures to strengthen infectious disease control, public-health and system-response capabilities. See: www.health.gov.on.ca

An **emergency telephone service** that links rural Alberta physicians with medical specialists in the Capital Health Region has been granted \$400,000 to continue its service for another year. The Critical Care Line allows physicians in rural and remote communities to receive advice from on-call medical and surgical specialists when treating critically ill or injured patients. These conference calls often include several specialists, healthcare professionals and emergency medical transport officials who consult on how to treat and transport patients to appropriate healthcare services. The line helps to co-ordinate the transport of patients to hospitals in the Capital Health Region as well as to hospitals in Fort McMurray and Grande Prairie. Last year, the service handled 3,600 calls.

The line was established in 2000 with a \$1.5 million grant from the Alberta Health and Wellness Health Innovation Fund. The line primarily serves central and northern Alberta, but also receives calls from the Northwest Territories, Nunavut and northeast British Columbia.

In **British Columbia**, a new \$700,000 program will give patients in rural and isolated areas better access to a wide variety of healthcare services by placing students from a variety of health disciplines in their communities. The program includes students from nursing, medicine, physical therapy, occupational therapy, pharmacy and speech-language pathology. In the course of their studies, qualified students will have the opportunity to be placed in small and remote communities for periods of 10 to 12 weeks.

The program's goals include:

- Helping to recruit and retain healthcare professionals to work in rural B.C. in the long term.
- Providing patients in rural and remote areas with more health services immediately.
- Expanding practical learning opportunities for a broader range of student health providers.
- Structuring and evaluating how professionals from different disciplines work together.

The B.C. Academic Health Council will administer the program in partnership with health authorities, post-secondary institutions and rural communities. The program, combined with a provincial clinical-placement database, is part of a government initiative to expand and enhance the quality and quantity of healthcare clinical placements.

The Saskatchewan government is investing \$900,000 this year to plan the expansion of the **emergency and critical care services** within the Saskatoon Regional Health Authority, focusing on access to care at Royal University Hospital (RUH). This investment will allow the Saskatoon Regional Health Authority to finalize the scope, costs and design of the project, in preparation for expanding the emergency department, upgrading the operating rooms and redeveloping the critical care areas at Royal University Hospital.

Saskatoon Regional Health Authority is the largest health region in Saskatchewan, serving approximately 300,000 residents in more than 100 cities, towns, rural municipalities, and First Nations. There are more than 106,000 emergency room visits per year at Saskatoon's three emergency rooms, equivalent to 290 patients per day. Almost 40% of surgeries are for people living outside the health authority. In addition, the health authority provides almost 35,000 inpatient and day surgery procedures annually, equivalent to 96 procedures per day.

Elvy Robichaud has been re-appointed Minister of Health and Wellness in the new cabinet of Bernard Lord in New Brunswick.

The **Canadian Institutes of Health Research (CIHR)** has announced a new initiative valued at approximately \$1 million to support research that will examine and analyze public health and healthcare system preparedness and Canada's response to the Severe Acute Respiratory Syndrome (SARS) outbreak.

Entitled "Public Health and Health Care System Preparedness and Response to SARS: Evaluation and Lessons Learned," the initiative focuses on research questions regarding public health and healthcare systems. The information gained will allow public health and healthcare providers to respond optimally to future occurrences of SARS and other similar epidemics. The goals include the identification, analysis and study of the social, ethical, psychological, economic and other consequences of the SARS outbreak. Researchers will also evaluate the control and preventive measures taken to date.

Selected investigators will be funded by CIHR and its Institutes of Population and Public Health, Health Services and Policy Research, Infection and Immunity, and Circulatory and Respiratory Health, along with Health Canada and the Canadian Lung Association in partnership with the Association pulmonaire du Québec.

As part of an overall three-part health research strategy on SARS, CIHR also announced that Canadian research teams will receive \$1.7 million to support research on the causes and consequences of SARS, as well as the creation of the Canadian SARS Research Consortium (CSRC) to co-ordinate, promote and support Canadian research on SARS and newly emerging infectious diseases. This strategy includes the \$1 million contribution to CIHR announced recently by Health Minister Anne McLellan. Further information on these other two announcements can be obtained at www.cihr-irsc.gc.ca.

In **Nova Scotia**, an advisory group of more than 20 health partners has developed a primary healthcare renewal plan that recommends a focus on health promotion, a greater role for communities in defining needs, a team approach to healthcare delivery and effective use of technology as key steps to increasing access to healthcare services for Nova Scotians.

The report outlines reasons for change, including the high incidence of chronic disease among Nova Scotians; a healthcare system focused on hospitals and treatment rather than prevention; and recognition that improvements are necessary to improve access issues for all Nova Scotians. The report is available on the Department of Health website at www.gov.ns.ca/health or by calling 1-800-565-3611.

Saskatchewan students who want to enter health professions will benefit from bursary funding in exchange for a commitment to work in the province. The provincial government is devoting \$4 million to support return-service bursary programs in the health field. More than **60 new bursaries** will be offered to Saskatchewan students studying health sciences disciplines, including pharmacy, nuclear medicine, cytology, magnetic resonance imaging, medical radiation and medical laboratory technology, physical, occupational and respiratory therapy, prosthetic and orthotic technology, speech-language pathology, audiology, public-health inspection and clinical psychology.

More than 200 new bursaries will be targeted to Saskatchewan students studying to be registered nurses, registered psychiatric nurses, licensed practical nurses, primary care nurse practitioners, and those wishing to re-enter nursing. As well, a new bursary will be offered to five nurses in graduate studies who agree to teach at one of Saskatchewan's post-secondary educational institutions upon graduation. This initiative will help to fill the vacant nursing teaching positions at post-secondary institutions in Saskatchewan.

In partnership with the Saskatchewan Medical Association, the government is offering 50 bursaries throughout the year to students and residents studying medicine. As well, the government is targeting 80 bursaries to students studying to be emergency medical technicians.

Saskatchewan Health is also expanding the registered nurse/registered psychiatric nursing education program by 100 positions and the practical nursing program by 16 positions, as part of its commitment to keep and attract health professionals to Saskatchewan.

The **IWK Health Centre** in Halifax will receive \$1.8 million for two construction projects to support family-centred patient care and the latest genetics treatment. One million dollars will be used to renovate space for the Medical Day Assessment and Treatment Unit for outpatient services. The project will allow outpatient clinics, currently located on inpatient units, to relocate to one central location. It will have larger patient rooms, allowing families to accompany their children to clinic visits, more private rooms, larger waiting spaces, more accessible washroom facilities and additional space for caregivers. In 2002, the IWK had more than 88,000 registered pediatric outpatient visits from across the three Maritime provinces.

Saskatchewan residents can now call a registered nurse for health advice or information, 24 hours a day, 7 days a week. HealthLine, a telephone health information line, began taking calls on August 1, 2003. All residents of the province have around-the-clock access to the toll-free number: 1-877-800-0002. The service is a key recommendation of The Action Plan for Saskatchewan Health Care.

Ontario Premier Ernie Eves has announced substantial funding for the province's hospitals, including \$484 million to increase base funding for hospital operations, which was committed to in the 2003 budget. This includes a minimum 3% increase for each hospital; and \$136 million in new base funding for expanded services at restructured hospitals and for priority programs.

The Ontario government has announced an investment of \$3.1 million to **establish a province-wide cancer information integration office** in Timmins, Ont. This initiative will provide an efficient, reliable and confidential information-sharing platform for cancer care providers at 37 northern community cancer treatment sites, making it easier for physicians to access timely and complete information to make appropriate care and treatment decisions for patients.

Ontario's new **Provincial Chief Nursing Officer** is Sue Matthews, who was Chief of Nursing and Professional Practice at Southlake Regional Health Centre in Newmarket. As Chief Nursing Officer, Matthews will advise the Eves government on health and relevant public policy from a nursing perspective, foster collaboration between government and nursing stakeholders, and support the implementation and monitoring of the Nursing Task Force recommendations.

Alberta is providing an additional \$94 million to assist publicly supported facilities with cost pressures for operations and maintenance. The one-time payments will be provided to school boards, post-secondary institutions, regional health authorities, government-supported housing and other agencies across the province.

Operations and maintenance funding will be distributed through five departments as follows:

- \$30 million for schools from Alberta Infrastructure.
- \$30 million for post-secondary institutions from Alberta Learning.
- \$21.5 million from Alberta Health and Wellness for hospitals and other buildings administered by regional health authorities.
- \$7.5 million from Alberta Seniors for government-supported housing.
- \$5 million from Alberta Community Development for libraries, provincial parks and other publicly supported facilities.

The Ontario government is investing \$41.5 million in the next four years to enhance **pharmacy services**. The \$41.5 million includes:

- A 1% increase effective April 1, 2003, in the dispensing fee charged to the province for Ontario Drug Benefit Program (ODB) recipients, to provide \$5 million in the first year to support technology upgrades;
- \$3 million in the first year for medication management demonstration projects;
- More than \$10 million in each of the next two years for both dispensing fees and demonstration projects.

The demonstration projects will involve both pharmacists and physicians, with a preference given to family health networks and other primary care group practices. The projects may include activities such as reviewing drugs being taken by patients on complex medication regimens, physicians consulting with pharmacists about drug choices for their patients, and pharmacists working with patients and physicians to promote compliance when taking medications. See: <http://www.health.gov.on.ca>

The 2003-2004 equipment allocation for New Brunswick regional health authorities (RHAs) totals \$14.6 million. A total of \$6.8 million is being distributed among the RHAs toward regular equipment, which consists of items costing less than \$100,000 apiece. A total of \$1.4 million is allocated for the acquisition of renal dialysis machines, infant hearing screening, and equipment for archiving and transferring medical images. In addition, the department has approved specific capital equipment items for each regional health authority, totaling in excess of \$5.9 million.

Transitions

The council of the **College of Nurses of Ontario** (CNO), the regulatory body for Ontario's 140,000 nurses, elected its executive officers for 2003/2004 at its June 5 meeting in Toronto: Sandra Ireland, RN, President; Sue Burnell-Jones, RN, Vice-President; and Dawn Norling, RPN, Vice-President.

In 1991, **Norfolk General Hospital** launched an energy management program that in 10 years decreased the hospital's overall energy budget by more than 22%. For more information on Norfolk General's energy management success, contact J. J. Knott at jknott@ngh.on.ca



Pamela C. Spencer has joined **Cancer Care Ontario** as General Counsel and Corporate Secretary.

PEI's Department of Health and Social Services will be purchasing three seats per year for each of the next three years to provide training for medical laboratory technologists at the New Brunswick Community College. Medical laboratory technologists provide laboratory testing related to the diagnosis, treatment and monitoring of disease. In October 2001, the Prince Edward Island Health and Social Services System completed a comprehensive "Health Human Resource Supply and Demand Analysis," which projected a shortage of medical laboratory technologists due to a large number of potential retirements.

Newfoundland's Minister of Health and Community Services, Gerald Smith, recently announced the members of the advisory committee for Child Youth and Family Services. The purpose of the committee is to review the operation of the Child Youth and Family Services Act and report to the Minister of Health and Community Services on whether the principles and purpose of the act are being achieved. Advisory Committee members are: Dr. Ken Barter, Ivy Burt, Carla Conway, Des Dillon, Cathy Earles, Gloria Harris, Steve Kent and Barbara MacAdam. The members come from all areas of the province and from a variety of backgrounds.

Quebec's Health and Social Services Minister Philippe Couillard recently announced that the government would contribute \$800 million each to the construction of a new University of Montreal hospital complex (CHUM) and a McGill University Hospital Complex (MUHC). He said each hospital would be obliged to collect a minimum of \$200 million from the federal government or private donations. Current cost estimates for the two facilities total about \$2.3 billion. Dr. Couillard estimated that the two new super-hospitals would be operational by 2010 at the latest, four years later than originally planned. When built, MUHC will have 832 beds, and CHUM more than 1,000 beds. Both of these totals include capacity at the secondary hospital sites.

Mary Jo Haddad has been appointed Executive Vice-President and Chief Operating Officer at the **Hospital for Sick Children**, Toronto. Previously, she was Vice-President of Child Health Services and Chief Nurse Executive at the hospital.

Dr. Sunil V. Patel, a general practitioner from Gimli, Manitoba, is the new President of the Canadian Medical Association. **Dr. Albert Schumacher**, a general practitioner in Windsor, Ontario, has been elected to the position of CMA President-Elect for the coming year.

The council of the **College of Nurses of Ontario (CNO)**, the regulatory body for Ontario's 140,000 nurses, elected its executive officers for 2003/2004 at its June 5 meeting in Toronto: Sandra Ireland, RN, President; Sue Burnell-Jones, RN, Vice-President; and Dawn Norling, RPN, Vice-President.

Ms. Ireland is a Clinical Nurse Specialist in the trauma and neurosciences program of Hamilton Health Sciences in Hamilton. Ms. Burnell-Jones is a Nurse Educator at Carling View Manor and Algonquin College in the Faculty of Health Sciences in Ottawa. Ms. Norling is a staff nurse in the medical-surgical unit of the Sault Area Hospital in Sault Ste. Marie. The CNO's 39-member Council consists of elected registered nurses (RNs), registered practical nurses (RPNs) and government-appointed public members.

The **Alberta Association of Registered Nurses (AARN)** recently announced that Red Deer registered nurse Sheila McKay has been acclaimed as the AARN's new president-elect. McKay assumed her two-year position on July 1, 2003. McKay has a wide range of experience encompassing medicine, emergency, intensive care and public health nursing. From 1972 to 1986, McKay worked as a staff nurse in Alberta, Saskatchewan, Ontario, Northwest Territories and Yukon. In 1986, she became Assistant Director of Nursing at the Whitehorse General Hospital, and in 1989, began part-time and contract teaching at Red Deer College. McKay assumed a full-time teaching position at Red Deer College in 1994 and has served as chair of nursing programs since 1999.

The new Chair of **St. Joseph's Health Care** in London, Ont., is Ruth Anne Cunningham as Chair of the Board of Directors.

Dr. Martin Barkin, the first Chair of the Sunnybrook & Women's Board of Directors, had a **University of Toronto Research Chair** named in his honour recently as a tribute to his volunteer work with the hospital, leadership in health-care and lifelong commitment to academic medicine. The Martin Barkin Chair in Urological Research was created to fund research in urology at the University of Toronto and its affiliate teaching hospitals, such as Sunnybrook & Women's. As Canada's largest academic urology division, the Division of Urology at the Faculty of Medicine, University of Toronto produces significant research in a wide range of fields.

Rita Burak has been appointed to the Board of Directors of Toronto's **University Health Network**. Ms. Burak is currently the President and CEO of the Network Executive Team, Management Consultants, Inc. Prior to this, she held a number of senior positions in the public service in the Ontario Government including Secretary of the Cabinet and Clerk of the Executive Council and Deputy Minister of Agriculture, Food and Rural Affairs.

Don Storch, Chair of the Board of Directors of the **Victorian Order of Nurses for Canada**, is pleased to announce the appointment of R.M. (Ron) Farrell as President and Chief Executive Officer of the VON. Mr. Farrell has been involved in community healthcare development and delivery for more than 20 years, holding a number of senior positions with the federal, provincial and territorial governments. Most recently (1996-2003), Mr. Farrell was General Manager, Atlantic Zone, and National Director, Planning and Evaluation, with the Canadian Red Cross.

Dr. Peter Glynn, Chair of the **ICES Board of Directors**, is pleased to announce the appointment of three distinguished new board members.

Mr. John Wright is Senior Vice-President for the Canadian Public Affairs Division of Ipsos-Reid Corporation. Mr. Wright has acquired more than two decades of expertise in public affairs and government relations, including 14 years as Ipsos-Reid's lead media spokesperson on politics, policy and consumer trends.

Dr. Bernie O'Brien, an internationally renowned health economist, is a Professor in the Department of Clinical Epidemiology and Biostatistics at McMaster University and an Associate in McMaster's Centre for Health Economics and Policy Analysis. Dr. O'Brien is also the Associate Editor of *Medical Decision Making*, and serves on the editorial boards of *Health Economics*, *Pharmacoeconomics*, and *Clinical Therapeutics*.

Mr. Denis Morrice is President and CEO of the Arthritis Society. Throughout his career, he has held senior positions with the Canadian Hearing Society and the Ontario government. Mr. Morrice is active on an extensive array of voluntary boards and committees, such as the Canadian Joint Replacement Registry, the University of Ottawa's Institute for Population Health and the Health Charities Council of Canada.

The following members of the ICES Board of Directors were re-elected: Dr. Peter Glynn (Chair), Ms. Bonnie Adamson, Dr. Hui Lee, Ms. Wendy Nicklin and Dr. Duncan Sinclair.

Vendor News

IMS Health Canada has announced the appointment of Mr. Bruce Good to the new position of Senior Vice-President, Commercial. Mr. Good is responsible for leading the sales, marketing and client service teams in serving the Canadian pharmaceutical and healthcare sector. Mr. Good will also lead the development of new business solutions for the Canadian market and the implementation of commercial plans and strategies.

Agfa Inc. recently announced that the Fraser Health Authority has selected Agfa HealthCare's computed radiology (CR) solutions to acquire, identify and digitize diagnostic images. The \$3.59-million agreement will see the Agfa Diagnostic Centre (ADC™) CR solutions deployed across 11 of the sites administered by Fraser Health. The award currently includes 11 ADC Compact Plus™ and 16 ADC Solo(tm) digitizers, 14 ADC Quality System servers with the newly released ADC QS™ 2.1 software, supported with fully functional systems for patient ID and related ADC software.

Global Healthcare Exchange, Inc. (GHX) and the **Association of Ontario Medical Manufacturers (AOMM)** have formed a strategic alliance. AOMM now recommends GHX as the preferred provider for e-commerce services to its members. AOMM represents more than 50 small- and medium-sized medical device manufacturers, which offer products and services ranging from assistive devices to high-definition ultrasound machines. GHX provides an open and neutral electronic trading exchange through which healthcare providers and suppliers can buy and sell products more efficiently and cost-effectively. Currently, 93 hospitals and 18 suppliers in Canada are using GHX to transact business electronically with one another.

According to the results of an annual reputation poll conducted by Harris Interactive and published in The Wall Street Journal, Johnson & Johnson was acknowledged for having the best corporate reputation in America for the fourth straight year.

Soltrus Inc. announced that Nightingale Informatix has integrated Soltrus' authentication services into its flagship offering – myNightingale – providing physicians and allied healthcare providers with a trusted environment and a host of features that make it easier for them to conduct healthcare transactions. Nightingale will integrate Soltrus' Managed Public Key Infrastructure (MPKI) solution to secure its healthcare portal, used by physicians across Canada and the northeast USA. The portal provides physicians, patients, labs, and other healthcare professionals with real-time access to clinical and practice management applications, through a secure central data location, anywhere, anytime.

GE Medical Systems Information Technologies and Triple G Systems Group, Inc. have announced that they have signed a definitive transaction agreement, pursuant to which GE will acquire Triple G, a leading independent developer of laboratory information systems. In this transaction, GE will acquire all of the issued and outstanding common stock of Triple G for a consideration of \$3.30 (Canadian) per share, payable in cash.

The Canadian Pharmaceutical Distribution Network (CPDN) will align with **McKesson Canada** as its single, national logistics provider. McKesson Canada has serviced CPDN's western customers since 1996. This new national arrangement will be effective May 2004.

Pierre Boucher Hospital Centre in Quebec has retained the services of **Purkinje®**, a Canadian-based electronic health record provider, to implement a cutting-edge solution for the transition from a paper patient file to an entirely computerized patient record over the next few years. The hospital is recognized for its efficiency and its significant use of advanced technologies. The hospital sought an integrated electronic solution to manage its patients' documents and data. The Purkinje solution integrates archived digital files with auxiliary systems such as laboratory and imagery centres via the HL7 protocol. www.purkinje.com.

The 2003 **3M Health Care Quality Team Awards** went to the Trillium Health Centre of Mississauga in the acute sector category, and to St. John's Rehabilitation Hospital and The Toronto Rehabilitation Institute for a joint submission in the non-acute category. Trillium's award was for the development of a performance excellence dashboard – an electronic monitoring and measurement tool used to support strategic decision-making, quality initiatives and measures. St. John's Rehabilitation Hospital and The Toronto Rehabilitation Institute worked in partnership to create a satisfaction survey tool for measuring patient satisfaction in outpatient rehabilitation. The awards were held concurrently with the National Health Care Leadership Conference in Edmonton. www.3m.com/ca/healthcare.

Siemens Canada Limited has appointed Doug Morton as Senior Vice-President, Siemens One Canada and Andrew Hind as Vice-President, Medical Solutions Division. In his new capacity, Mr. Morton will be responsible for ensuring the effective cross-selling of all Siemens offerings, and efficiently managing the implementation of resulting projects across diverse industry sectors. Succeeding Mr. Morton as Vice-President of the Medical Solutions Division, Mr. Hind will be responsible for establishing and implementing the overall business and marketing strategies for the business unit, providing a full range of integrated services including multi-vendor solutions, asset planning and management. He will oversee and direct Siemens offerings for advanced medical technologies such as magnetic resonance imaging (MRI), computed tomography (CT), radiography, oncology care systems, and image management and networking systems such as PACS and telemedicine.

MediSolution Ltd. has appointed Paul Hill as Senior Vice-President, Marketing and Business Strategy. Mr. Hill's prior positions include Vice-President of Applications Marketing at Cognos Inc. in Ottawa, and Vice-President of Product Marketing and Business Development at Adaytum Software, based out of Minneapolis, Minnesota. Most recently, Mr. Hill was Vice-President, Business Development at Platform Computing, an Ontario-based provider of distributed and Grid computing software.

Nursing News? Transitions? We would love to hear about it. Send your news to editor@longwoods.com

Johnson & Johnson – Wharton Management Program for Executive Nurses, 2003

Anne Cooke
Chief Nursing Officer
Vancouver Island Health Authority, British Columbia

Margaret Keatings
Vice President, Professional Affairs
Chief Nursing Officer, Hamilton Health Sciences, Ontario

Nancy Maltby
Chief Operating Officer, Middlesex Hospital Alliance
London Health Sciences Centre, Ontario

We had the opportunity during three weeks in June to share and learn with 40 other chief nursing executives from Canada, the United States, Australia and Saudi Arabia. We attended the Johnson & Johnson – Wharton Management Program for Executive Nurses in Philadelphia, Pennsylvania. We were immersed (or “dipped,” as the academic coordinator would say) in such topics as finance, systems redesign, negotiations, emotional intelligence, staffing amidst scarcity, decision trees, scenario planning, computer simulations and more “homework” than we have had in a long time. The opportunity to be with other nurse executives was professionally challenging, intellectually stimulating and personally rewarding. A talented group of nurse executives – now friends and colleagues – generously shared the power of their collective wisdom, leadership expertise and humour.

In this time of serious challenges for both the nursing profession and the future of healthcare, nursing leadership adds strength to an organization and vitality to a profession. We went to Wharton believing that our nursing voice can be a strong, authentic voice that enables the achievement of good clinical outcomes for clients, supportive

The **Partnership for Health Information Standards** has appointed Mike Leavy as its new Chair. Mr. Leavy is Senior Manager, Standards and Architecture with HealthNet. The partnership is an initiative of the Canadian Institute for Health Information (CIHI), designed to bring together public and private sector experts in the health information standards field. It is the bridge to a vibrant health information standards community.

McGill University Health Centre in Montreal will automate all aspects of the clinical and anatomic laboratories and will include outreach, imaging and support for robotics solutions. Laboratory information technology will come from **Cerner**.

practice environments for nurses and good overall performance for a health organization. Taking the time to slow down and think and learn strategically with colleagues reinforced our thinking and gave us the energy to recommit to doing the right things and to remember that changes in organizations don't happen by consensus; they happen by critical mass.

As executive nurses, we are challenged to bring complex thinking to a complex world if we are to actualize our contributions to healthcare. The program offered an integrated perspective. We could not have asked for a better team than the Johnson & Johnson – Wharton team. The program was a monumental effort at collaboration, and it drew deeply from many wells. Expert, diverse faculty provided encouragement and opportunities for us to put into practice what they taught. Johnson & Johnson employees, Wharton staff and program faculty were a steady source of encouragement and support and contributed in countless ways. Each of them has had a significant and lasting impact.

We also acknowledge and gratefully thank our families, who sacrificed hours of time that would have been spent with them. Their love and support helped make our three weeks away from home accomplishable.

As nurses, we all bear responsibility to influence the direction of our health and healthcare systems. To fulfill our responsibility we need courageous imagination in considering what might be, along with a spirit of humble relinquishment in letting go of some of what has been. At the Johnson & Johnson – Wharton Fellows Program we met nurse executives who were curious, value-driven, compassionate and bold enough to take some delight in chaos and uncertainty. The 2003 Fellows gave cheerfully and generously, and accepted gratefully. We are proud to have been among them.