

Heralds of Change:

An Editorial by Dorothy M. Wylie, Editor

The beginning of a new year and the coming of the millennium are both signals of impending change. The Journal heralds that change with this first issue of 1999 bearing a different look (cover and format) and a new title. The past decade has seen nursing leadership eroded through varying organizational structures, hospital mergers and downsizing. The ranks of nursing have been all but decimated through reengineering and the introduction of non professional workers. Cracks in the profession and the health care system are beginning to show and demand attention from the public.

As we begin a new year, I hope it can be a turning point to regain professionalism in nursing and demonstrate the leadership we possess. A new feature is "Profile of a Leader"; in each issue we will celebrate one of the leaders from our nursing history. This issue features Mary Agnes Snively and in portraying her Mansell describes the courage and determination Snively demonstrated to establish the profession of nursing some 100 years ago. It is truly fitting to celebrate Snively in 1999, the centennial year of the International Council of Nurses to be held in London, England in June, 1999. Snively was instrumental in ensuring Canadian nurse representation and participation in that organization as it evolved.

1999 is also being celebrated as the International Year of Older Adults, the Journal is seeking articles for one issue to pay tribute to older persons - see call for manuscripts. Caring for the older person already presents significant issues to nursing, to families and to the health care system. Complex situations arise in providing care that produce family tensions, and ethical and moral dilemmas. These concerns can only escalate in the future as that population continues to grow, not only older, but in numbers as well.

Complexity of care and its impact on the profession is reflected in other articles. Boblin-Cummings and colleagues describe critical components of the decision making process within nursing which have not been previously highlighted. These critical elements have an important impact on the issues we face today related to nursing education and nursing competency. Edgar presents a study carried out in Montreal hospitals to test the applicability of Hackman and Oldham's Job Characteristics

Model of Work Motivation. Her results support the use of the model, but recognize other attributes, plus environmental complexity, are related to job satisfaction and motivation; and are likely intertwined with the concepts of self-efficacy and self-esteem.

Legault and Ferguson-Paré evaluate the changes in nursing practice brought about by the introduction of Parse's theory of human becoming to support patient centred care. Application of this theory presents a more humanistic approach to nursing practice and moves away from the mechanistic, task-oriented approach that persists today in many settings. Bonhomme and Ratcliffe outline the work of an interdisciplinary task force established to deal with issues of conjugal violence and better prepare health professionals to recognize and deal with this ever increasing problem.

The book review this issue is by Susan D. Smith, associate editor. Donner and Wheeler's book "Taking control of your career and your future: For nurses by nurses" is timely in this period of transition and represents a useful and practical guide for nurses at all stages of their career. 1999 promises to be a year of excitement and challenge to the nursing profession and to the world, and we look forward to it with anticipation as it heralds the year 2000.

1999 PNAIG/ONE CONFERENCE

On Thursday & Friday, March 25th and 26th, 1999 the Annual Conference for Health Care Administrators will again be held at the Westin Harbour Castle Hotel in Toronto.

This Conference has been produced annually by PNAIG the Provincial Nursing Administrators Interest Group (of the RNAO) since the mid-1980's and attracts attendance levels of 300-400 mid and senior level nursing administrators.

Beginning with the March 1999 Conference, PNAIG has joined forces with O.N.E. (Ontario Nurse Executives) and the new sponsoring organization will be known as the **Nursing Leadership Network of Ontario (NLN.ON)**.

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