

September 2021



#DoneAsking Nurses Day of Action makes waves

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New Party, New
Promises

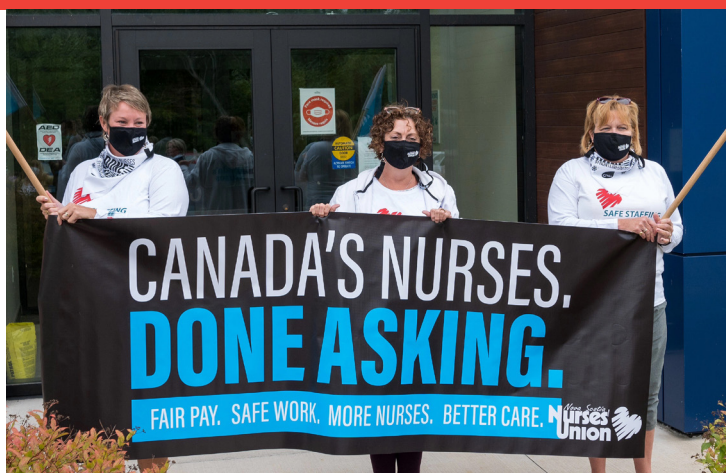
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President's Notebook

Janet Hazelton, BScN RN, MPA

New Party, New Promises

In less than two months, Nova Scotians were asked to go to the polls to cast ballots in provincial and federal elections. We were inundated with lawn signs, flyers, TV and radio commercials, digital endorsements and social media diatribes, robo calls asking for support, and media reports highlighting candidates' platforms, whereabouts and missteps.

Closer to home, on August 17th we saw sweeping changes as the progressive conservatives took power and, in short order, changed the familiar faces we'd become accustomed to after eight years of Liberal rule.

Premier Tim Houston handed the responsibility to make good on his campaign promise to fix health care to three former healthcare workers turned cabinet ministers. Off to a good start based on that alone.

First up, Premier Houston and his transition team did away with the CEO of the Nova Scotia Health Authority, Brendan Carr and the entire board of directors, a decision that was met with mixed reviews. He installed the newly elected, first-time MLA, Michelle Thompson as the Minister of Health and Wellness. The Premier also saw fit to create a new department of seniors and long-term care, with newly re-elected MLA Barb Adams at the helm, and a department of mental health and addictions to be overseen by relative newcomer Brian Comer, MLA for Sydney River-Mira-Louisbourg.

I have always maintained that health care, which consumes 40% of the overall provincial budget, was a massive portfolio with far too much responsibility for one elected official. Health issues are broad and complex, requiring more oversight and direction than one department can manage, as evidenced. Dividing health into three separate departments, while creating an Office of Health Care Professionals Recruitment with the former deputy minister of Health and Wellness, Dr. Kevin Orrell, as CEO, gives me hope.

In this coming year, the new government intends to spend about \$430 million to recruit health professionals, improve access to care, establish a pension plan for doctors and construct 2500 new single long-term care beds, to name but a few pledges.

The premier's vision includes:

- a plan focused on patient care and shorter wait times for surgery
- universal mental health care – a plan that treats mental health care like physical health care
- dignity for seniors – a plan for more beds and more staff

As a union that represents nurses, it's imperative that government acknowledges our extensive list of concerns early in the coming months, most importantly, the critical nursing shortage. Understaffing is driving nurses from the profession and harming many of those who remain in practise.

I eagerly await the findings of the premier's September 20 to 23 Speak Up for Health Care tour of the province as he and his team hear from frontline healthcare professionals. Direct consultation with our frontline is vital in resolving our multi-faceted problems. I am looking forward to meetings planned with union leadership and other healthcare stakeholders expected to follow the completion of this tour.

The new government has piqued our interest with assurances of investment, interventions and innovation. I remain hopeful that by working together we can fix what's broken.



Nurses Day of Action Makes National Waves

Dozens came out in support of the Day of Action rally held at the NSNU office on Friday, September 17th. Our gathering was one of many taking place across the country, in which thousands of nurses and supporters came together to say we are #DoneAsking, we are demanding meaningful change take place to improve conditions for nurses and all healthcare workers.

During the event, NSNU President Janet Hazelton addressed not only those present at the rally, but more than 90 who were participating via Facebook Live. Her presentation touched on issues that are familiar to nurses in Nova Scotia and across Canada – staffing shortages, excessive overtime and 24-hour shifts, unsustainable working conditions, and the need for consultation and changes that actually improve things on the front line.

The event also drew a heavy media presence. In the days leading up to the Day of Action, Janet Hazelton was

interviewed by multiple media outlets, including Global, CBC Mainstreet Halifax and Cape Breton, CBC Information Morning and Saltwire's Sheldon MacLeod, amongst others. These outlets and more were on hand to capture the rally, leading to extensive coverage in the evening and weekend news cycles.

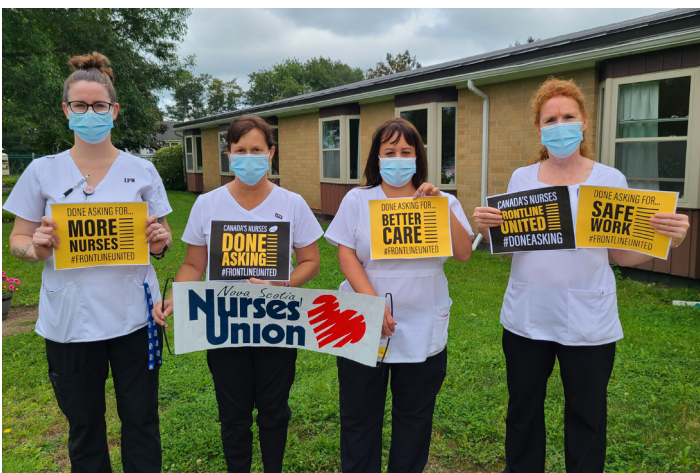
Support for the national event was so significant that 'Day of Action' was trending on Twitter for over an hour. The NSNU also received a letter from the three new healthcare ministers about the campaign, which you can read on page 6 of this newsletter. With the attention of those in power, we have the ability to keep momentum going, hopefully leading to meaningful change. We are enthusiastic about the response, and hope nurses feel the support from your Union and fellow Canadians.



President Janet Hazelton, VP Jen Thiele and VP Long Term Care Glenda Sabine speak to media during the rally



NSNU members and friends joined together to take part in the rally on September 17th



Members show support from Dykeland Lodge in Windsor



An RV full of nurses from the Northern Region came to Dartmouth for the rally



Health and Wellness Office of the Minister

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September 17, 2021

Re. Canada's Nurses Day of Action

Good morning,

On this day, Canada's Nurses Day of Action, we want to make clear how much we value nurses and the immeasurable contribution they make to our communities, our healthcare system and our province. As healthcare professionals ourselves, we respect the work nurses do every day.

Healthcare continues to be Nova Scotians' most pressing concern. Nova Scotians need better access to care and frontline workers need more support. It is time for change.

Nurses, along with their colleagues in healthcare, have worked tirelessly over the last year and a half to protect Nova Scotians from COVID-19. Many of you returned from retirement, volunteered for reassignment to address urgent needs, and supported your coworkers across the system, and we recognize and appreciate that.

As you may know, Premier Houston and the health leadership team will tour the province next week to meet directly with frontline healthcare workers, including nurses. Nurses have a unique perspective on our healthcare system, the problems within it, and ideas for change. We want to hear what you and your members have to say.

We also want your insights and creative solutions for improvement, and will be arranging meetings with you in the coming weeks. In the meantime, we invite you to send your ideas for improvement toSpeakUpForHealthcare@novascotia.ca by October 1st. We are most interested in hearing about what is working well in the system, what some of the challenges are, and most importantly, what are some of proposed solutions?

We respect and appreciate our nurses. There are improvements to make, and our government is committed to making them to improve the system for all Nova Scotians.

Sincerely,

Health and Wellness Minister Michelle Thompson

Seniors and Long-Term Care Minister Barbara Adams

Mental Health and Addictions Minister Brian Comer

New Health Portfolios and Ministers Round Out Provincial Cabinet

A new provincial cabinet, introduced on August 31st, includes healthcare workers in prominent health leadership positions. The formerly all-encompassing Department of Health and Wellness has been split into three separate portfolios, as well as a new office of recruitment to ensure adequate attention is given to all areas of health care.



The Office of Mental Health and Addictions will be overseen by **Brian Comer**, MLA for Sydney River-Mira-Louisbourg. Comer is a Registered Nurse employed at Cape Breton Regional Hospital and a member of the NSNU. In his nursing practise, he worked exclusively in Mental Health and Addictions, acquainting him with the issues that plague our mental health care system.



Minister of Health and Wellness, **Michelle Thompson**, has been a Registered Nurse for 29 years, and is a former member of the NSNU. She went on to become a nurse manager and then CEO of RK MacDonald Nursing Home in Antigonish. She also formerly served as president of the Continuing Care Association of Nova Scotia. Thompson serves as the MLA for Antigonish.

Minister Thompson will also oversee the newly created Office of Health Care Professionals Recruitment. She is joined in this office by Deputy Minister and CEO, **Dr. Kevin Orrell**. Dr. Orrell is an Orthopaedic Surgeon from Cape Breton. He previously served as Deputy Minister of Health and Wellness. The purpose of this office will be to recruit and retain doctors, nurses, continuing-care assistants, paramedics and other health professionals.



Barbara Adams will head the new ministry of seniors and long-term care. Adams, a physiotherapist, was first elected in 2017 to represent the riding of Cole Harbour-Eastern Passage. She has been Health Chair for CARPS NS Board and Community Links Advisory Committee and the Ethics Chair for the Serving Senior Alliance.



A Message from Minister Michelle Thompson

Nurses are integral to our health care system. The expertise and care they provide is invaluable and I recognize how much it should be appreciated.

As a registered nurse for nearly 30 years, I have been by the bed side and in leadership roles, most recently as CEO of RK MacDonald Nursing Home in Antigonish. I've taught nursing and worked as a part-time therapist for a non-profit. I know some of the challenges facing this sector. They're not small, but there are solutions.

The past 19 months have been difficult on all Nova Scotians,

especially for those working in health care. Throughout the constant changes, long days, and difficult work, you continued to show up and do what was needed. It's a reflection of your professionalism and dedication to caring for your patients, and I can't thank you enough.

In September I travelled around the province with Premier Tim Houston to listen to frontline health-care workers like you. The listening won't end there. Nurses have a unique perspective on our health-care system, the problems within it and ideas for change. I want to hear what you have to say. Your insights and creative solutions for improvement will be immensely valuable.

This is the first step on the long road to transforming our health care system. The goal is to make it into a system that's efficient, thorough, and ensures Nova Scotians get the care they need, when they need it.



Michelle Thompson, Minister of Health and Wellness

Nova Scotians have given us a mandate for change. We will make the investments needed to get the job done and we will work with you and other partners to strengthen those relationships. Nova Scotians deserve better.

Federal Parties Failed to Prioritize Health Care

Regardless of who you voted for in the federal election, when it comes to health care, there was no clear winner when it comes to making that issue a meaningful priority. The Canadian Federation of Nurses Unions expressed their frustration over the lack of emphasis placed on supporting nurses and public health care by federal parties during this election campaign.

CFNU released its guide to federal platforms, revealing a lack of clear and sufficient commitments to fix the nursing shortage and repair deep cracks in the country's health care system that have been worsened by the pandemic.

"The nursing shortage has reached a critical level, yet the best election promises on offer are still only stopgap solutions. To say nurses are frustrated would be an understatement," said Linda Silas, president of the CFNU. "While nurses are pleased to finally hear some mention of the staffing shortage from federal parties, we need clear

and comprehensive solutions to this crisis, not election soundbites."

Silas recently called on all political parties to "stop planning in the dark" when it comes to health care, and to support the creation of a health workforce agency – modelled after what already exists for Canada's construction industry – to bridge the gap between the nursing supply and public demand.

"If our federal government fails to take urgent action to guarantee safe staffing levels, we can expect more nurses to leave the profession, resulting in even longer wait times, bed and ER closures, and less care for patients and residents."

CFNU reviewed and analyzed the commitments made by four major federal parties in five priority areas: supporting nurses, seniors' care, pharmacare, health care funding and childcare.

Why Our Focus is on Health Human Resources



by **Linda Silas**

In the leadup to the 2021 election, the Canadian Federation of Nurses Unions was laser-focused on one crucial issue: health human resources planning. Across dozens of op-eds, at the forefront of our national day of action and topping our list of electoral demands was a call to tackle the nursing shortage.

Nurses have been working short for years. The pandemic only made it worse.

More and more, we're hearing of nurses looking for the exit sign. The pandemic not only increased nurses' workloads, it also added to their psychological load. The prevalence of burnout is rising.

This isn't just anecdotal; pre-pandemic, the CFNU promoted two different surveys. The first, a study conducted by University of Regina researchers Nicholas Carleton, PhD, and Andrea Stelnicki, PhD, revealed a high prevalence of mental health disorder symptoms with rates similar to those found among law enforcement. More than 83 per cent of nurses felt that the regular core health staff was insufficient to meet

the needs of patients. Even pre-pandemic, 29.3 per cent of nurses were reporting clinically significant symptoms of burnout.

Similar findings were also revealed in the CFNU's *Outlook on Nursing* study, led by Linda McGillis Hall, RN, PhD, at the University of Toronto. That study found that 60 per cent of nurses intended to leave their job within the next year; a quarter of those intended to leave the nursing profession altogether.

Both studies paint a picture of a health care system in crisis.

The pandemic struck at a time when the system was already stretched thin. Existing health care staff had to carry the weight of that shortage. According to Statistics Canada, nurses' average weekly overtime hours increased by 78 per cent in May 2020, compared to the same time period in 2019.

Nineteen months into the pandemic, nurses are finding it impossible to get any semblance of respite. Wave after wave, their vacations were cancelled or pushed back. Much needed time off, which would help alleviate symptoms of burnout, is still out of reach for many.

Immediate interventions are needed to help nurses, including proper psychological support and restorative vacation time. We need standards around safe staffing, such as nurse-patient ratios. And the bottom line is we need more data and data-driven decision-making to fix our broken system.

One of our central demands is for a federal agency tasked with health human resources planning. Our health care system accounted for 11.5 per cent of GDP in 2019, yet Canada is planning in the dark when it comes to this workforce. As wait times grow and the public becomes more dissatisfied with our public

health care system, governments often resort to knee-jerk solutions that don't consider the health care system as a whole. Hiring more doctors makes for a good political sound bite, but does it account for the nursing and support staff needed to provide safe patient care? If we are worried about the patient experience, we need to look at staffing.

There have been great strides in analytical and planning tools in recent decades. But without data, we can't accurately forecast future staffing needs. This is key to building a responsive health care system. Imagine how different things could have been had governments been able to forecast the extent to which a pandemic, coupled with a nursing shortage, would bring our health care system to its knees.

Canada desperately needs data-driven health human resources planning. It's key in addressing the nursing shortage, improving our working conditions and providing quality care through safe staffing.

As the saying goes: "The conditions of work are the conditions of care."



CBC Forum on Access to Health Care, Fixing the System for Patients and Workers

In a special edition of CBC's The Current, which was broadcast from Musquodoboit Harbour on September 16th, host Matt Galloway moderated a forum on access to health care and mental health resources, including in smaller, more rural communities.

More than 70,000 Nova Scotians are without a family doctor or nurse practitioner, with emergency rooms struggling to pick up the slack as they face temporary closures due to staffing shortages. During the forum, patients, family members, front-line workers, including NSNU members, and advocates discussed their personal and sometimes painful experiences with our healthcare system and how they feel it needs to change.

NSNU board member, Jamie Stewart is a registered nurse in the emergency department at the Cobequid Community Health Centre. He says that as the pandemic fades, the crisis in the health-care system is Canada's new state of emergency. Jamie spoke about wait times in emergency departments, protracted and unavoidable delays in offloading ambulances, and growing concerns around staffing of our EDs.

Nurse practitioner, Tanas Sylliboy spoke about the difficulties people of colour face, language and interpretive barriers for indigenous peoples who seek



NSNU VP Finance, Jamie Stewart (RN) spoke from the audience during the discussion about the ongoing crisis that will remain in healthcare as the pandemic fades

care, and a general sense that more must be done to be more inclusive.

Chris Parsons, the provincial co-ordinator at the Nova Scotia Health Coalition said there's a reluctance to try to fix health care because of the enormity of the problem, but it comes down to a moral choice. Chris supported comments made by Janet Hazelton in Musquodoboit's Old School, the site of the broadcast, regarding universal health care. Both agree that the system is broken but not beyond repair; privatization or a two-tiered model is not the answer.

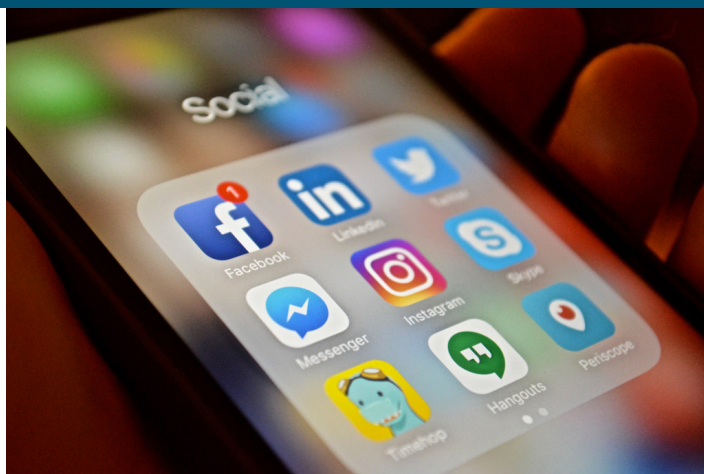
Janet Hazelton was on hand to listen to the conversations and provide input, as were other union representatives, elected officials, NSNU member Ann Bennet, a nurse at Twin Oaks in Musquodoboit, and other concerned local residents.

Dr. Lisa Bonang, a family doctor for 26 years in Musquodoboit Harbour said she has a full slate of patients, and a 2-month wait for non-emergency appointments. In spite of the many challenges, she had high praise for the teams of healthcare professionals she works with, saying they are all dedicated to meeting the needs of the surrounding community.

(Excerpts and photos courtesy of CBC)



Anne MacPhee, Simone Harker, Dr. Lisa Bonang, and Chris Parsons spoke at the forum



Venting on Social Media A Risk Worth Taking?

Over the past several years there have been cases across the country in which nurses and other healthcare workers were disciplined and sometimes fired for content they shared on social media. These incidents range from breaking confidentiality, to venting about an employer, to criticizing aspects of the healthcare system and others working within it.

Nursing was a stressful profession prior to COVID-19. The pandemic has put strain on nurses that compounds the many other challenges already faced in the workplace – understaffing, excessive overtime, workplace safety issues, violence, and so much more.

With these challenges, it's understandable that some nurses may, at the end of a particularly difficult day, feel compelled to take to social media. Friends on Facebook are in our corner, after all. These are the people we should be able to vent to in a moment of need – right?

The answer is complicated.

Nurses are expected to present a professional image both in and outside of the workplace. That means that we're expected to bite our tongues, even when something is bothering us, even when we think it's information others deserve to know.

The challenge of posting to social media while upset is that we're at higher risk of breaching legitimate boundaries. If an employee at Walmart tweets content critical of their employer, there's a good chance they will not have a job the next day. The same goes for those who work in health care. When a major public system is also your employer, there's a very fine line to walk when offering critique.

There are reasonable concerns around what nurses should or should not discuss in any public forum. Upholding confidentiality is paramount to your professional practice and could lead to dismissal if breached. Disparaging other healthcare workers and the care they provide could also lead to action from your regulator and your employer. This was the case for a Saskatchewan nurse who was fined \$26,000 for writing a Facebook post criticizing the care provided to her grandfather. She eventually won her appeal, but the process took years, and was incredibly stressful for the nurse and her family.

Understanding that nurses have a stressful job and occasionally need to vent, please consider options other than social media for doing so. Talk directly to your family, friends and support system offline. Speak directly to your employer about concerns or contact the Union if there is an issue you need assistance with. If you still need to get it off your chest, write it down and set it aside for a few days, then return to it with greater perspective or resolve. Perhaps, you will choose to share the content with a broader audience. However, you may realize that it is not appropriate for social media.

To ensure you are using social media responsibly, remember these 6 "P's" of Social Media Use:

Professional – Act professionally at all times

Positive – Keep posts positive

Patient/person free – Keep posts patient and person free

Protect yourself – Protect your professionalism, your reputation and yourself

Privacy – Keep your personal and professional life separate; respect the privacy of others

Pause before you post – Consider implications; avoid posting in haste or anger

The NSNU supports the rights of our members to advocate for patients, nurses and other healthcare workers. We ask that you take caution so as not to put your job, license or confidentiality at risk.

When in doubt, check out nsnu.ca/SocialMediaNursingPractice, and remember that the NSNU is here to help you through workplace issues. Contact nsnu.office@nsnu.ca or call your Labour Relations Representative directly. Contact information for all NSNU staff is available at nsnu.ca/staff, and you can find your rep at nsnu.ca/WhosMyLRR.



Calling All Vocalists

Many years ago, the Nova Scotia Nurses' Union produced an O Canada video featuring nurses. The anthem was produced by NSNU staff and a local production company in Nova Scotia and sung by our very own members.

Since that time, the video has been shared with other nurse unions and played at countless nursing events in this country and beyond; a testament to the high production values and our enormously talented and fun-loving nurses.

The lyrics to O Canada have changed and the video is a little dated, making now the perfect time to set the cameras rolling once again.

We're recruiting nurses who like to sing to participate in the studio recording of the music, and the video portion of the production.

If this sounds like something you'd like to do, please reach out to coleen.logan@nsnu.ca. Once we have a dozen or so songbirds slated to take part, further details will be provided and a mutually agreed upon date for production will be determined.

You don't need Celine Dion's range – shower singers are most welcome. We simply want to have some fun while a chorus lays down a solid soundtrack.

All public health protocols will be adhered during the making of the new video.



AGM Theme

Creative Input Welcome

From April 25-28, 2022 the NSNU will host the 45th Annual General Meeting of the Nova Scotia Nurses' Union. Our hope is to meet in person, once again at Truro's Best Western Glengarry Hotel, the site of the AGM for over 20 years.

We last met as a large group at the 2019 AGM and were very excited at the prospect of hosting our 2020 event during the year of the nurse. That theme allowed us to plan a very special celebration of the nursing profession, and particularly, our members.

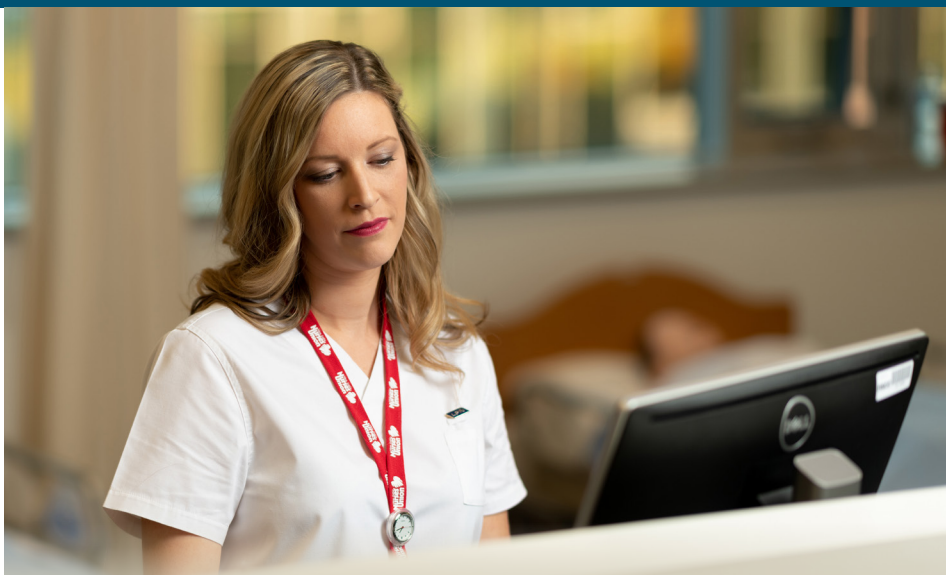
In 2020, in-person events were cancelled, including our AGM. In 2021, we moved to an online platform, holding a virtual and modified event. It was a success.

In 2019, the AGM theme was *The Future of Nursing Starts with You*. In 2020, it would have been *The Year of the Nurse*. In 2021, we called it the *44th Annual General Meeting of the NSNU*.

This year, we are turning to our insightful members to help develop a theme. If you have any creative suggestions, please send them to coleen.logan@nsnu.ca. In early January the AGM Nominations and Operations Committee will meet again. At that time, the committee will select the theme, inspired by your input.

The member who influenced the overall theme and slogan will win a prize package for their efforts.

Thanks in advance for your help – teamwork is the best.



Deadline Approaching for Practice and Leadership Premiums

NSNU members are eligible to receive Nursing Practice and Nursing Leadership Premiums. These premiums are offered to qualifying nurses to recognize and encourage nursing leadership activities. The deadline to submit for leadership and practice premiums is October 31st.

In order to be eligible for one or both premiums, a nurse must earn a sufficient number of points for each premium. The list of activities eligible for points, along with the amount of premium paid, can be found in the article pertaining to Nursing Practice and Leadership Premiums in your Collective Agreement (nsnu.ca/contracts-bargaining). We recommend checking with your employer before completing any course to ensure your points will be counted.

The NSNU offers several online courses on the MyNSNU App that are eligible for points. Members

can also look into online course offerings from the Nova Scotia College of Nurses (nscn.ca), the Canadian Nurses Association (cna-aiic.ca), and others. A new course, Supporting Survivors of Sexual Violence – offered by the Nova Scotia Department of Communities Services – is available at nscs.learnridge.com/getcourse.

If you have completed education with the NSNU since November 2020, you can retrieve certificates for your practice premium from the MyNSNU App.

The NSNU recognizes the challenges the pandemic has imposed on members as you seek out educational opportunities to earn points. We encourage members to contact the Nurses' Union if you have questions or if you require assistance. Our Education and Technology Officer can be reached at chad.obrien@nsnu.ca.



Are You Paying the Correct Amount of Union Dues?

If you work at more than one NSNU facility and pay union dues more than once in a pay period, you may be eligible for a refund from the Provincial Office. Members who have been paid for less than 7.5 hours in Acute Care and less than 8 hours in Long Term Care in one bi-weekly pay period may also be eligible for a refund from the Provincial Office.

The Provincial portion of NSNU union dues (\$29.24 for RN's and \$21.48 for LPN's) will be refunded by cheque on a quarterly basis. Your rebate will only be retroactive for a period of up to 12 months prior to contact with the NSNU.

If either situation applies to you, please contact the NSNU Provincial Office c/o B.L. Moran at 902-468-6748 or bl.moran@nsnu.ca.



Continues to Pay it Forward

Johnson Insurance is grateful for the opportunity to offer preferred services to members of the Nova Scotia Nurses' Union. Each year, Johnson makes a financial contribution to our organization based on revenue generated from mail-outs and uptake on policies. The Nurses' Union donates those funds to charities like Transition House

Association, The Marguerite Centre and Hope House. This partnership has been long-standing and mutually beneficial.

In addition to these funds, Johnson makes scholarships and grants available to nurses, and provides sponsorship support for some of our meetings and events.

In late August, the NSNU accepted a cheque from Johnson Insurance, which will be donated to worthy organizations. We thank Johnson for their continued service, generosity and partnership with the NSNU and our members.



Growing Pride at the NSNU

Something amazing happened at the NSNU office this summer – a Pride garden sprouted from the earth!

Okay, *maybe* it was planted there, but our love and support for the 2SLGBTQ+ and QTBIPOC communities was still loud and proud as we celebrated another summer of Pride in Nova Scotia. Our Pride garden was just part of our display, which also included flying the

inclusive Pride flag, and displaying posters and artwork throughout the office.

It's been two years since we've been able to march in a parade, but that didn't stop the celebration. NSNU shared content on our social media pages, maintained a Pride page on the web, and sponsored Pride events in Halifax and Cape Breton. Across the province, festivities went

ahead in ways that respected social distancing and mask mandates, and plenty of online content was made available for all to enjoy.

We hope to be back on streets for Pride parades next summer, but until then, check out highlights from the Halifax Pride Festival at halifaxpride.com.

Happy Pride from the NSNU.



11th ICN NP/APN Network Conference **VIRTUAL** **2021**

At the end of August, nurses participated in the virtual ICN NP/APN Network Conference. With more than 1,000 attendees, this annual conference is among the largest international gatherings of advanced practice nurses and nurse practitioners.

The NSNU was proud to be a sponsor of this event, and to have an exhibitor page on which attendees could learn more about the work of the Union.

NSNU president Janet Hazelton was pleased to participate in the conference as both an attendee and speaker. In advance of the conference, she recorded her presentation on the NSNU report *Nursing Potential: Optimizing Nursing and Primary Health Care in Nova Scotia*.

“To improve our systems, we must focus on what we can do differently and better, not just the pieces that need fixing. There are vast opportunities to maximize NPs contributions,” Janet said in her presentation. Several recommendations in the report involve the role of Nurse Practitioners in primary health care, their scope of practice, authority and autonomy.

Janet also spoke about the work being done to carry out some of the NP-focused recommendations in the report: “We have seen parts of the recommendations already implemented, with increased investment in educating nurse practitioners, legislative changes to the *Nursing Act* to allow NPs to practice more independently, the inception of a nurse prescribing training program, and work towards piloting NPs in both home care and long-term care.”

Janet’s presentation will remain available to conference attendees to view and reference until March 1, 2022. To download the full *Nursing Potential* report, visit nsnu.ca/nursingpotential.

If you were not available to participate in the convention, you can still purchase access to all session recordings, handouts, Q&A, posters and on-demand content. Visit npapn2021.com to learn more.



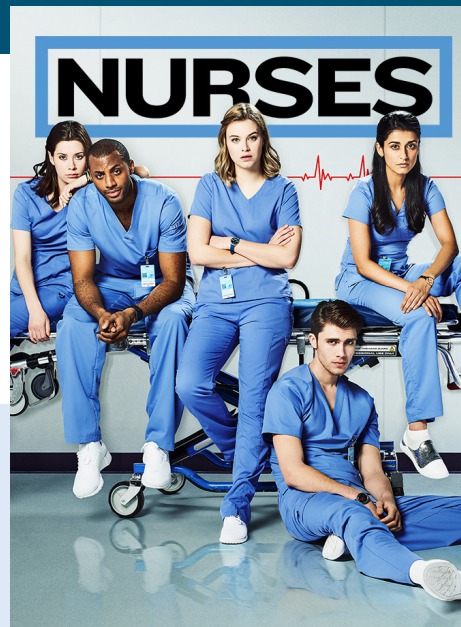
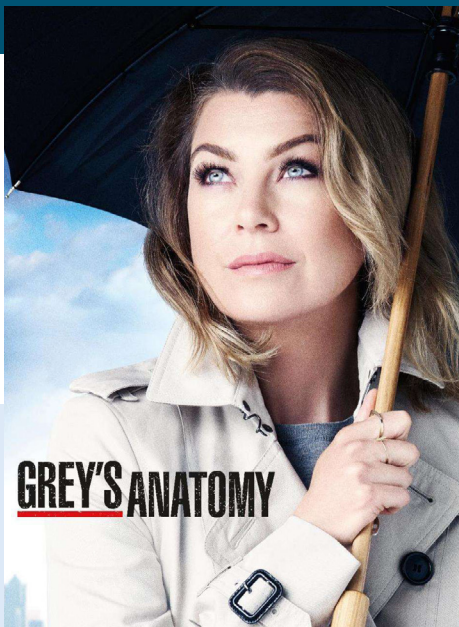
Janet Hazelton presents virtually at the NP/APN Conference

Care by Design Long-Term Care Conference

On Friday, October 29 the Care by Design LTC virtual conference will take place. The conference features great keynote speakers on topics such as:

- Creating Supportive Environments for people Living with Dementia
- Mindfulness: It’s Not What You Think
- The More the Merrier? Considerations when advancing COPD inhalers in advancing years of life
- Nutrition and Hydration in Long-Term Care
- Managing Sleep Disorders in Long-Term Care

Registration is now open at registration.cpd.dal.ca/LTC2021. For more information, contact jane.harris@dal.ca.



NURSES

Keeping it Real

The last thing the NSNU wants is encourage nurses to leave the bedside for work outside the traditional confines of the profession. However, there are some unique nursing specialties outside hospitals, nursing homes and home care that are appealing, especially as nurses get closer to retirement.

The demand for medical-script nurses who consult with writers for TV and film is not great, neither is the need for set-nurses who ensure cast and crew make things look realistic and stay safe. But for those who do it, the film industry can be a little more glamorous than the back shift.

Medical dramas and comedies have always been popular with viewers. Many, like Grey's Anatomy, Chicago Med, Scrubs, House and ER have loyal legions of fans and huge audiences.

Where do real nurses come in? Medical-script nurses act as consultants to TV and film writers, and even book authors, to help ensure the accuracy of plots featuring medical or nursing-related themes or characters.

Letting false information or imprecise portrayals hit the airwaves not only hurts the credibility and integrity of a show, but it can also have negative consequences for the health profession, portray health professionals in an unfair light, or even give audiences false ideas about diagnoses. And yet, this happens all too frequently. We've all watched shows that are not even close to real life.

That's where medical-script nurses can rally help. Script consultants work side-by-side with TV and film creators to help develop and fact-check stories by drawing from their knowledge and real-life experiences. Nurses and other medical professionals often find this work rewarding.

Nurses meet with a writer at the beginning of story development to help provide context about the character or setting they are trying to create. Sometimes, they might be "on call" as questions come up during the writing or filming process. Some questions might involve hospital procedures, medical terminology, how equipment is used, and the relationship dynamics within a nursing/hospital unit.

On-site nurses are crucial to making the productions run smoothly and

accurately. Scenes in action movies can be hazardous and special effects can go terribly wrong. Set nurses are often called upon to render first aid, but in more remote locations, they may be required to provide more advanced care.

Set nurses also work events such as concerts and award shows. Imagine going on tour with Beyonce!

Though it sounds glamorous, some nurses find the level of care to be boring and unappealing while others embrace the experience. Overall, it's a unique opportunity to apply the skills nurses have acquired in an unusual setting.

The jobs aren't plentiful, nor are they typically listed on healthcare or nursing job boards. Instead, you'll have to scour through entertainment industry listings or reach out to local production companies, of which there are several in Nova Scotia.

Here's a perk! Script nurses can often work remotely, which is an important factor during a pandemic as many writers prefer Zoom, phone, or email to in-person meetings at this time.



Left: Sue Burgess, Holly and Karen Eldridge; Right: Holly with some of her new member swag!

One Nurse's Journey

Three years ago, a young woman named Holly Dexter was working at Hants Community Hospital as a Care Team Assistant (CTA). Her mom, now a retired licensed practical nurse, was a member of the Nurses' Union, making Holly eligible to apply the NSNU Family scholarship as she herself pursued a nursing career.

After three years in an online LPN program, all the while working as a CTA and taking care of her family, Holly completed her studies, passed her provincial exam and

is now working in a temporary 0.8 position on the acute care unit at Hants.

It was a long, and at times difficult journey but she persevered. The local could not be more proud as she joins the NSNU ranks, and for Holly's personal achievement. She is also a very proud NSNU member.

The NSNU awards numerous scholarships and bursaries each year; seldom do we hear about the recipients or their success stories.

Holly's co-workers rewarded her with a little NSNU swag to celebrate her passage into the local.



With the success of the Escape photo contest earlier this year, the NSNU is launching another, this time with an autumn theme.

There are few places on this planet as beautiful as Nova Scotia in the fall. As the leaves turn colour and the sky is bluer than any other season, it's the perfect time to capture photos of your outdoor activities and a reminder to make mindfulness and selfcare a priority.

To reward your efforts, the NSNU will make a draw for a \$500 Visa gift card. To enter, send us a photo of yourself engaged in your favourite outdoor pastime, complete

with the colours of fall. Biking, hiking, walking, raking, fishing and more! Your photos will be posted on our Escape page, nsnu.ca/escape, our newsletter, and your name entered in the draw. Enter as often as you wish!

Send your entries to nsnu.office@nsnu.ca including your photo and a brief description of the image. We look forward to seeing your submissions.

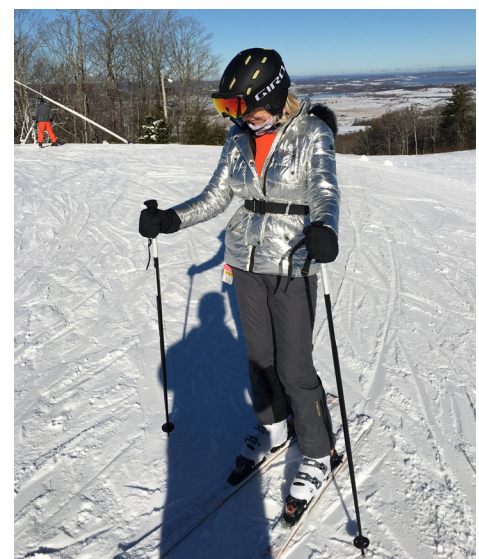
The winner will be selected via random draw on November 30th, just in time for our winner to get in some holiday shopping with their prize money.



Marcey Olender, LPN enjoys beekeeping



Joyce Dobbin, RN hiking Franey Trail



Martina Cejpova, RN enjoying downhill skiing

Congrats Lisa Jackson

ESCAPE!

Contest Winner

In February the NSNU launched the Escape Contest, asking members to send us photos of how you escape when you're off the clock. Members more than answered the call, with nearly 200 submissions from RNs, LPNs and NPs showing off how they like to spend their free time.

Hiking, skiing, diving, spa-days, kayaking and canoeing, epic outdoor adventures and quiet time with family and pets – whatever there is to do, our members do it with style!

The contest winner – Lisa Jackson – was selected by random draw. Lisa, who works at Colchester Regional Hospital, loves to go riding on ATVs and feels fortunate to have access to trails from her own backyard.

Thank you to all who entered the draw. We loved hearing from you and seeing your inspiring submissions. You can view all of the submissions on our online photo gallery at nsnu.ca/EscapeContestPhotoGallery2021.



Alison Fredericks, RN loves cycling



Chantal Hamilton, LPN hiking with beloved pup, Remi



Charlene Snow, RN enjoys family time



Susmy Thomas, RN on a 26KM backcountry canoe trip



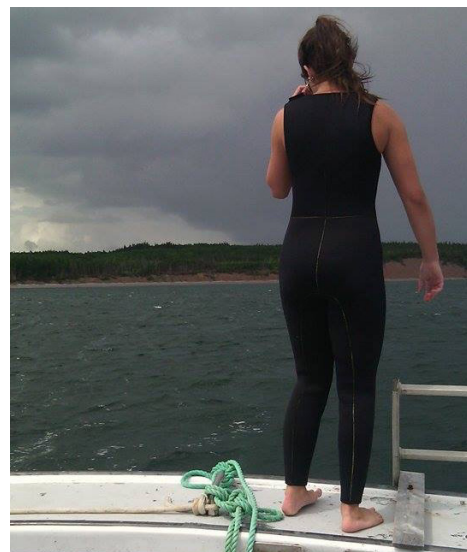
Crystal-Anne LeBlanc, LPN loves the campfire



Heidi Fairbanks-Smith, NP hiking in search of waterfalls



Kayaker Karen Fowler, RN after the Shubenacadie Canoe to the Sea race



Allison Jewers, RN prepares for a 40 foot dive in Chedabucto Bay



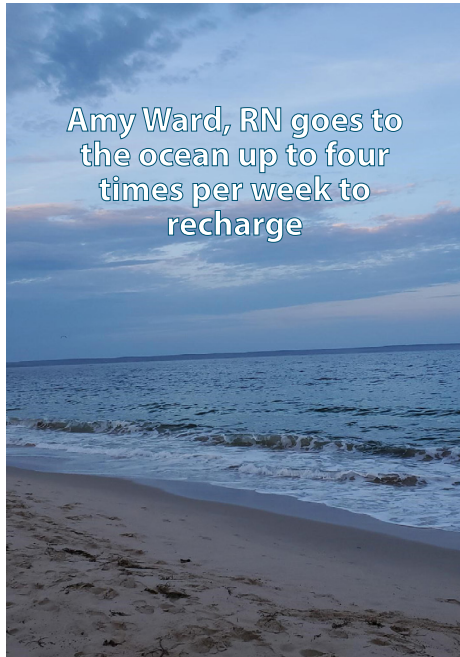
Deanna Doucet, RN (left) and Yvonne Vanderzanden-Megens, RN (right) are runners



Laurie Gove, RN unwinds with CrossFit



Carlee Bryson, RN loves canoeing



Amy Ward, RN goes to the ocean up to four times per week to recharge



Catherine Sorrey, RN (Ret.) recently took up biking. She says "never say it can't be done"



Robert Burrows, NP picking strawberries with his family



Tammy Hatcher, RN paints custom folk art frames



Holly Blake, LPN loves hiking as a way to de-stress



Jayne Greene, RN catching some fish



Kimberly Shaw, RN is a talented photographer



Rhonda Jacquard, LPN enjoys a boat ride with family



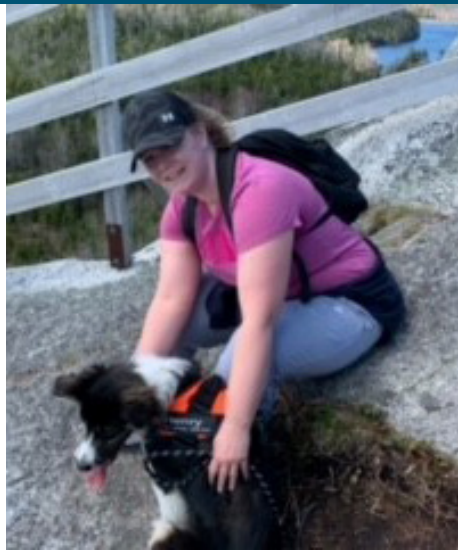
A beautiful view for Peggy Blair, RN



Brenda Etheridge, RN is another avid hiker



Jill Sanford, RN hot air ballooning with her dad



Melissa Humphrey, LPN hiking with her pup, Henry



Marcy Dwyer, RN loves the gardens at her workplace



Lorianne Peach, RN on a daily hike



Lisa Hardy, RN and Tresia Brown, RN enjoy biking together



Theresa Ring, RN loves hiking around Nova Scotia



Leanne Haley, RN and her grandson



Karen Roberts, RN biking with her daughter.



THANK YOU

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pages.johnson.ca/NSNUThankYou
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