



2017 CFNU Biennial Convention Education Days

June 6-7, 2017

Course Outlines
and Learning Objectives

Workshop #1. *PTSD in the Nursing Profession*

Facilitators: Mikaela Brooks (MNU), Jeff Sych (CISM)

Course description

The term Post-Traumatic Stress Disorder has been around for over thirty years, but there is little direct research pertaining to nurses.

Stressful and unhealthy workplaces take a toll on the physical and psychological health of our members. As frontline health care workers, nurses may face traumatic or tragic situations every day on every shift. In the midst of this, nurses are expected to be compassionate, caring, and resilient as they continually provide care for others. Nurses are further impacted by the threat of violence. Many nurses expect violence and abuse as part of their job and the nursing profession, and often don't feel safe from assault in their workplaces.

This workshop focuses on the prevention of psychological injury in nurses, and identifying the links to Post-Traumatic Stress Disorder. Once you have an understanding of PTSD and the psychological hazards that nurses encounter, you will be more equipped to identify prevention and intervention strategies.

Objectives

Upon completion of this course, you will be able to:

- Identify psychological hazards in nurses' workplaces and their effects on nurses
- Describe PTSD
- Identify the risk factors of PTSD in nurses
- Understand the status of PTSD legislation across Canada
- Identify prevention and intervention strategies for yourself and your colleagues
- Recognize and mitigate risk in your workplace

Target audience: All are welcome

Workshop #2. *Looking Back and Moving Forward: Celebrating Nurses in the Labour Movement*
(Back by popular demand)

Facilitators: Winston Gereluk (Alberta Labour History Institute), Rosalee Longmoore

Course description

Unions were born out of the struggle to change the status quo, and to provide workers with a means to protect and further their rights. Collective support and collective action are powerful tools in making a difference and influencing change. Individual action can also be powerful in affecting change.

Nursing as a profession has arrived at an important point in development where the word “nurse” is now interchangeable with the words “patient advocate.” Nurses unions have led the way in ensuring the public recognizes nurses as health care spokespersons.

This course is especially designed for new activists. It will provide an overview of union history with the specific emphasis on nurses unions’ history, and will provide evidence that being an active union member is compatible with being a professional. We can best achieve our goals as nurses by being both.

Objectives

Upon completion of this course, you will be able to:

- Discuss the history of labour activism in Canada
- Discuss the historic role of nurses unions with respect to the nursing profession in Canada, and their role in the broader labour movement
- Explore the successes and challenges of activism
- Develop a better understanding of the structures of the labour movement and ways to be active in the broader labour movement
- Develop strategies to model behaviours that show pride in being both a professional and a trade union activist
- Commit to an action on a personal or professional level to ensure your voice is heard and you are affecting change

Target audience: New activists and members in general

Workshop #3. *Nursing and Technology Impact*

Facilitators: Nora Young (CBC), Dr. Richard Booth (Western University)

Course description

What will the hospitals look like 20 years from now. Nurses need to be open to the technological changes coming to their workplaces. What does your online footprint look like (Trends, legal implications, privacy, digital exhaust)? What will it mean at the cultural level? How will it affect relationships (nurse-patient and interdisciplinary)? Caring more for the equipment than the patient.

Opportunities for communicating electronically have grown exponentially. Although there are advantages (patient teaching, accessing pharmacology apps), nurses may not be aware of the risks and pitfalls of using them. This workshop will raise awareness of your professional obligations and boundaries along with the legal ramifications when using electronics.

Objectives

Upon completion of this course, you will be able to:

- Describe privacy and confidentiality rules and legislation, and the potential impact on nurses and patients
- Commit to a communication strategy to inform coworkers about the importance of balancing the use of electronics while adhering to policies and legislation
- Critically assess new technologies (Be aware of risk vs benefits)
- Utilize technology to your best advantage without losing the essence of nursing

Target audience: Members who want to be ready for the challenges ahead

Note: You will not be instructed on how to use social media, such as opening a twitter account. No electronic devices required.

Workshop #4. *The Social Determinants of Health Tour*
(Back by popular demand)

Facilitator: Becky Van Tassel (Calgary Sexual Health Centre)

Course description

Nurses and nursing unions have endorsed the fundamentals of the Social Determinants of Health. We know that health is influenced by the social factors which affect our everyday life. This workshop will examine what supports are available to community members in need. Explore the mosaic of the Calgary area to gain insight into supports that could be implemented in your community.

This course is a walking tour. Please dress appropriately with comfortable shoes, and be prepared for moderate physical activity.

Objectives

Upon completion of this course, you will be able to:

- Discuss the history of the Social Determinants of Health (including housing, income, social status, education, environment, etc.)
- Explore how the Calgary community has met the social needs of various populations and compare it to the participant's experiences
- Speak Up and advocate for change in your community

Target audience: All nurses interested in taking a lead to advocate for change in their community. 30 participants maximum.

Workshop #5. *Preserving Your Lifestyle: A Practical Guide for Nurses Planning to Retire as the Adventure Begins*
(Back by popular demand)

Facilitator & Tour Guide: Bob Romphf (MNU)

Course description

Choosing to retire is one of our most important life decisions, yet many Canadians lack the financial literacy required to prepare for retirement. Can you maintain your lifestyle at retirement? How do you recognize the priorities for decision making that may have a long-term impact on greater life satisfaction in the adventure of retirement?

Over the years, our ideas and expectations for retirement have changed dramatically. Canadians are living and staying healthier longer. Our old age security system, on the other hand, was developed in an era when expectations were different.

Many people focus exclusively on the financial aspect of retirement. But it is equally as important to consider our mental/physical/psychological well-being that helps to maintain our independence.

Objectives

Upon completion of this course, you will be able to:

- Explore how increased life expectancy and demographics affect how you plan your income
- Identify the financial considerations and role of pensions, including defined benefit, defined contributions and others
- Examine how much money you need to retire, including the impact of investments, RRSPs and RRIFs
- Know the implications of working beyond retirement age
- Assess how CPP and OAS factor into your retirement income
- Examine some realistic expectations for retirement, including the factors that support a successful and independent retirement
- Review some key tips on retirement decision-making

Note: Pre-course preparation: know what type of pension plan you have (i.e., defined benefit, defined contribution, RRSP, etc.). If you are unsure, please contact your union.

Target audience: All are welcome

Workshop #6. *Conversations at Work: Survival Strategies for Speaking Up!*

Facilitator: Gerard Murphy

Course description

In today's team-based work environment, interpersonal communication is a critical element of effective collaboration and conflict prevention. How well you communicate can make or break how others view your work performance, your approach to team-work and even your chances for career advancement.

This highly practical and interactive workshop will help you to communicate more effectively at work. You will leave confidently with new strategies and tips for *listening* with intent and *speaking up* with professionalism and respect.

Objectives

Upon completion of this course, you will be able to:

- Describe the elements of successful communication within workplaces
- Describe the importance and power of positive, non-verbal communication in building rapport
- Explain the importance of body language in the listening process
- Apply techniques to enhance communication and assertiveness in the workplace
- Identify personal goals for enhanced interpersonal communication at work

Target audience: All are welcome

Workshop #7. *Global Café on the Social Factors Impacting Health*

Facilitator: Jolanta Scott-Parker (CFNU)

Course description

Nurses and nursing unions have endorsed the fundamentals of the Social Determinants of Health. We know that health is influenced by the social factors which affect our everyday life. This workshop will examine how poverty, housing, marginalized people, food and water safety, the environment and other determinants affect health in ourselves, patients/clients/residents and communities.

This course is an interactive group exercise. Your participation will directly impact your outcome.

Objectives

Upon completion of this course, you will be able to:

- Increase awareness of the Social Determinants of Health (including housing, income, social status, education, environment, etc.) and how it impacts health
- Identify how your workplace has or has not met the social needs of various populations and compare it to the participant's experiences
- Explore how communities have or have not met the social needs of various populations and compare it to the participant's experiences
- Understand how different levels of government (municipal, provincial, federal) have or have not met the social needs of various populations
- Speak Up and advocate for change on a professional or personal level

Target audience: All are welcome

Workshop #8. *Collaborative Practice in Diverse Teams*

Facilitator: Manola Barlow (MNU)

Course description

This workshop will examine our collective responsibility in developing cultural competence related to collaborative practice. Clear communication in health care is essential, but communication is also culturally bound. How can we enhance communication in diverse teams? With our clients? We will review the use of cultural assessments in working with patients.

Objectives

Upon completion of this course, you will be able to:

- Explore and reflect on your culture: personal beliefs, attitudes and values
- Understand how preconceived ideas can impact the quality of care we deliver
- Develop cultural skills in collaborative practice: effective communication in diverse teams
- Review the importance of completing a cultural assessment with clients

Target audience: All are welcome

Workshop #9. *Sexual minorities - Providing Respectful Nursing Care*

Facilitators: Calgary Sexual Health Centre

Course description

Our communities and workplaces have become much more diverse than they were ten years ago. Sexual minorities were once a taboo subject. Now they are increasingly a part of everyday conversation. Changes are being made to our educational system, institutions and physical spaces to improve inclusiveness. How do these changes impact our workplaces and how we deliver health care?

Sexual minorities continue to receive suboptimal care and acceptance from health care providers.

This workshop will enhance your ability to provide nursing care that is sensitive, inclusive and respectful.

Objectives

Upon completion of this course, you will be able to:

- Become familiar with the applicable appropriate terms and definitions
- Differentiate between myths and facts
- Understand the complexities of relationships impacting patient and families
- Promote a culture of safety using compassion and non-judgmental language
- Increase knowledge and awareness around gender and sexual minority care
- Explore and reflect on your personal beliefs, attitudes and values. Becoming mindful of how preconceived ideas can impact the quality of care

Target audience: All are welcome

**Workshop #10. *Medicare: Threats and Promise
(Back by popular demand)***

Facilitators: Adrienne Silnicki (CHC), Amelie Baillargeon (CHC), Anil Naidoo (CFNU)

Course description

Health care is consistently rated as Canadians' top priority for government. The federal government, however, is abdicating its important responsibilities and refuses to play its historic role in guiding our health care system to meet the needs of the next generation.

As federal transfers to health care slow down after 2017, provinces are forced to do more with less. Unless Canadians pressure the federal government to re-engage, Canada's national health care system may splinter further. One of the country's leading advocates for private health care has taken the BC government to court in order to allow for a private health care system in Canada.

Despite these challenges, there are many things we can do to strengthen Medicare in this country. Learn how enhancements like a national public drug plan could save billions of dollars, and how we could use the savings to build a better health care system.

Participants will assess what is happening across Canada with health care, analyze the facts about sustainability and examine the tactics and rhetoric of the forces trying to undermine public health care.

Objectives

Upon completion of this course, you will be able to:

- Describe the current status of the Health Accord, the implications of a weak accord, and the impact on the sustainability of Medicare
- Understand threats to Medicare, including medical tourism, legal threats, privatization and international trade agreements
- Identify effective political action strategies including legal tools, public actions, and lobbying
- Advocate for public Medicare at the local, provincial and federal level
- Develop a personal political action plan

Target audience: Anybody interested in preserving and expanding Medicare

Workshop #11. *Addictions and Mental Health - Tough on the Problem, Easy on the People*
 (Back by popular demand)

Facilitators: Lilo Wessels (NSNU), Matt Lafond (RN College)

Course description

The nursing profession is not immune to addictions. In fact, nurses may be more susceptible due to their typically high-stress jobs, shift work and frequent contact with serious illness and death. Easier access to controlled substances in the workplace may also contribute to substance abuse.

This course will explore how substance abuse affects the nurse, co-workers, the union, the employer and, most importantly, the patients/clients/residents. The course further explores the implications on the nurses' license to practice. This course will also provide information for union activists to assist in representing members.

Objectives

Upon completion of this course, you will be able to:

- Describe substance abuse and predisposing factors
- Describe the relationship between substance abuse and mental health
- Clarify the impact of substance abuse on the individual
- Assess the signs inherent to substance abuse in a coworker
- Discuss strategies on how to approach someone who may have a substance abuse illness
- Recognize how substance abuse may impact a nurse's employment
- Represent a nurse with a substance abuse illness from a union's perspective

Target audience: All are welcome

Workshop #12. *The Union Toolkit for Building Better Workplaces*

Facilitators: Judith Kiedja (NSWNMA), Carl Quinlan (NSNU), Carol Reichert (CFNU)

Course Description

Workforce transformation is happening all the time. Transformation in health care is a constant for nurses and we therefore run the risk of ignoring the deterioration of our health care system as it happens around us. We find ourselves asking, how did the abnormal become normal?

Workforce transformation leads to a series of problems for front-line nurses. Patient safety is in jeopardy as employers develop staffing plans primarily based on budgetary concerns, and workplaces are under increased stress, leading to aggression, bullying and workplace violence.

This workshop will study the phenomenon of workforce transformation and its consequences. We will examine case studies and consider the various tools in our union toolkit that allow us to Speak Up for our patients and ourselves.

Objectives

Upon completion of this course, you will be able to:

- Unmask workforce transformation and its various negative impacts
- Identify tools in your collective agreement and strategies that help you Speak Up
- Recognize the value of your standards of practice, and how they can help you Speak Up for better patient care and safer working conditions
- Discuss strategies to build better workplaces

Target audience: All are welcome

Workshop #13. *Domestic Violence at Work: A Union Concern*

Facilitators: Vicki Smallman (CLC), Barb Byers (CLC)

Course Description

When faced with an issue as big as violence against women, it's easy to feel like what you are doing can't make a difference. But even the smallest of actions can have a big impact. In this workshop, participants examine the findings of the Canadian Labour Congress and Western University survey on Domestic Violence and the Workplace, learn how domestic violence impacts workers and workplaces, discuss the union's role in keeping women safe at work, and develop strategies for making a difference through negotiations, member education, public awareness and political action.

Objectives

Upon completion of this course, you will be able to:

- Examine violence against women as a workplace issue
- Understand the union's role in keeping women safe at work, in advocating for community-based supports, political change and challenging the underlying societal attitudes at the root of violence against women
- Appreciate that women experience discrimination and violence in different ways, depending on their social identities
- Recognize warnings signs and risk factors for domestic violence
- Learn how to find resources in the community to support members in need
- Develop strategies for engaging OH&S committees and union leadership to address domestic violence at work
- Examine sample collective agreement language on domestic violence and brainstorm strategies for building local support to get in on the table
- Discover opportunities to receive further training to support members and to build awareness in your workplace or local
- Discuss strategies for engaging provincial and federal representatives to improve legislation on domestic violence and other VAW issues

Target audience: All are welcome