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Health Association Labour Relations & Compensation Analysis Release Upcoming Education Offerings

Health Association Nova Scotia's Labour Relations and Compensation Analysis Team will be offering regionally based education in the spring of 2017 and a variety of webinars into the fall.

The regionally based education will be held at three different locations across the province: May 23, 2017 - Best Western, Dartmouth, NS; June 1, 2017 - Membertou Trade & Convention Centre, Sydney, NS; and June 8, 2017 - Old Orchard Inn, Wolfville, NS.

Topics include:

- **HOT TOPICS**
Including: social media, smoking in the workplace, confidentiality breaches and updates on family status.
- **EMPOWERING MANAGERS BY UNDERSTANDING INSUBORDINATION**
Practical tips for dealing with insubordinate, defiant and uncooperative behaviour.
- **ABUSE**
Understanding abuse in the healthcare sector, what employees need to know about implementing effective discipline.
- **GETTING THE INFORMATION...**
Workshop format - Getting the information you need to deal with absenteeism, accommodation, medical claims, and return to work.

Our webinar sessions are recognized by the HRANS as credit toward maintaining the CHRP designation. Sessions include:

April 13, 2017 - 12:30-2:00pm

PROTECTION OF PERSONS IN CARE ACT (PPCA)

Understanding the PPCA within its proper context. A look at Employers' obligations and rights under the Act, Employers' participation in the process, the role and decision making process of PPCA investigators and the impact of their report, findings and recommendations on Employer labour relations decisions and disciplinary actions.

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Nova Scotia Health Authority (NSHA) Wins a Gold Award in the 2016 Institute of Public Administration of Canada (IPAC)/Deloitte Public Sector Leadership Awards

Leadership in supporting Nova Scotians to be healthy and stay healthy during a period of transformation in the province's health system has earned Nova Scotia Health Authority (NSHA) a Gold Award in the 2016 Institute of Public Administration of Canada (IPAC)/Deloitte Public Sector Leadership Awards.

The IPAC/Deloitte Public Sector Leadership Awards recognize organizations that have demonstrated outstanding leadership by taking bold steps to improve Canada through advancements in public administration and management. The award acknowledges NSHA's commitment to improving care, service and health outcomes while also addressing the pressing need to achieve a financially sustainable system for generations of Nova Scotians. It identified a focus on building leadership capacity, collaboration and partnership, and innovation as key elements of success.

"This award validates our collective efforts to think, plan, act and lead differently, and engage Nova Scotians in creating a healthier future together. It reflects our continued focus on meeting the needs of the population while improving access, quality and sustainability during a time of great change," said President and CEO Janet Knox.

While transformation is still underway, results are promising. Nova Scotians are seeing shorter wait times and improved access in a number of key areas and there have been significant financial benefits. A province-wide approach has resulted in more teamwork and collaboration, greater consistency and coordination and better alignment and integration of programs and services.

"Creation of the Nova Scotia Health Authority was an opportunity for transformation that's focused on the people of this province and what they need from our health system. It was an opportunity to collaborate with our partners and engage Nova Scotians to re-imagine and plan for a different future," said Knox. "Thinking, planning, acting and leading differently is required to get different results. Every day we have to remind ourselves of that because it's how we're going to make the changes that are required to positively impact the health of our population."



From left are members of the IPAC Deloitte Public Sector Leadership Awards Jury Panel - Diane McArthur, Chief Talent Officer Government of Ontario; Paula Gallagher, partner with Deloitte; and Frank D'Onofrio, Jury Chair, a Former DM, Service Ontario and Public Servant in Residence at Ryerson University. Accepting the award from the middle: Colin Stevenson, VP Quality, System Performance and Transformation, NSHA; Janet Knox, President and CEO, NSHA; and Allan Horsburgh, VP Stewardship and Accountability & Chief Financial Officer, NSHA.



Health Association Nova Scotia has Twitter
Tweet us or follow us @HealthAssnNS



Nova Scotia Knowledge Translation Community of Practice Survey

Through funding from a Nova Scotia Health Research Foundation (NSHRF) Catalyst Award, Dr. Robin Urquhart and co-investigators Dr. Janet Curran and Dr. Erna Snelgrove of Dalhousie University, are looking to create a Community of Practice in NS to connect people across the province who do or would like to learn more about doing KT in their work. By Community of Practice (CoP) they are referring to a “space” (physical, online, or both) where people with common interests and concerns come together to share information, create new knowledge and solutions, and build and strengthen relationships.

The results are going to be used to help identify the needs of people involved with KT work in Nova Scotia and will help us to develop a Nova Scotia KT CoP.

Take the survey:

<https://surveys.gov.ns.ca/TakeSurvey.aspx?SurveyID=8IM3877M#>

Health Association Labour Relations & Compensation Analysis Team Release Upcoming Education Offerings

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June 22, 2017 - 12:30- 2:00pm

JOB EVALUATION AND HOW TO COMPLETE POSITION DESCRIPTIONS

An overview of the services provided by HANS Compensation Analysis will be provided, as well as a look at Job Evaluation Systems and their principles. We'll also discuss how to complete Position Descriptions and review the available Guides and Tools.

September 21, 2017 - 12:30 – 2:00pm

DAMAGES IN LIEU OF REINSTATEMENT - WHEN AND WHY DO ARBITRATORS NOT REINSTATE EMPLOYEES?

A look at recent cases on awarding terminated employees damages in lieu of reinstating them to employment. What factors lead to this type of order? This webinar will provide Employers with important information on the type of damages that may be awarded and guidance on the implication of these types of awards on negotiated settlements.

November 30, 2017 - 12:30 – 2:00pm

TOP TEN TIPS TO AVOID PITFALLS IN DISCIPLINE AND DISCHARGE

This webinar will provide Employers with guidance and practical tips around labour issues to consider prior to imposing discipline or discharge on employees, through a review of case law, the webinar will include such topics as the role of progressive discipline, the duty to accommodate, the impact of last chance agreements, and mitigation factors for Employers to consider prior to imposing discipline on employees.

For more information or to register for any of our sessions visit our website at www.healthassociation.ns.ca, or contact Lorna Crook at lorna.crook@healthassociation.ns.ca



Continuing Care Council Highlights

The Continuing Care Council is here to represent sector needs and issues that have an impact on member organizations. If you have any questions or concerns please contact a Council representative or Health Association Member & Partner Engagement staff.

Council Members:

- Annette Fougere, Chair
St. Anne Community & Nursing Care Centre
annette.fougere@sacentre.nshealth.ca
- Pam Smith, Vice Chair, Western Region Home Support, pamsmith@bellaliant.net
- Sharon Crane, Cape Breton County Homemakers, sharon@cbcohomemakers.ca
- Caroline Campbell, Shannex Healthcare Inc. ccampbell@shannex.com
- Millie Colbourne, Breton Ability Centre (ARC/RRC Rep), mcolbourne@cb-bac.ca
- Carol Curley, VON Pictou & Cumberland carol.curley@von.ca
- Roberta Duchesne, Harbourview Lodge roberta.duchesne@nshealth.ca
- Helen Marsh, New Waterford Homecare Service Society, hmarsh@ns.aliantzinc.ca
- Josie Ryan, Northwoodcare jryan@nwood.ns.ca
- Carson Samson, Richmond Villa carson.samson@richmondvilla.ca
- Joyce d'Entremont, Mountain Lea Lodge/The Meadows ARC jdentremont@homesforcare.com
- Jorge VanSlyke, Grand View Manor jorge.vanslyke@grandviewmanor.org
- Angela Berrette, Saint Vincent's Nursing Home, aberrette@svnh.ca
- Greg McKim, CBI/We Care Health greg_mckim@wecare.ca

Upcoming Council Meetings:

- April 13, 2017
- May 11, 2017

COLLECTIVE IMPACT FRAMEWORK – in the fall of 2016, the Continuing Care Council underwent a strategic planning process and the result was a decision to start using the Collective Impact Framework as a method and philosophy to its work. More information about the Framework can be found here: <http://www.tamarackcommunity.ca/collectiveimpact>. As part of its efforts to advance this new method, Council hosted a meeting of the chairs from CCANS, CGO, Home Care Network and ARC/RRC Association to discuss Collective Impact in more detail, and have a conversation about some of the themes the Council's strategic planning engagement sessions revealed. The end goal is to choose a major strategic theme to direct our Collective Impact "at", and we believe there would be more strength to our efforts if that theme is something all of the groups can get behind. A further meeting is planned for May once discussions have been held with the various groups.

CONTINUING CARE STRATEGY - as work related to updating the Continuing Care Strategy is starting, the Continuing Care Council submitted a brief outline to the Health Authority and DHW on some of the sector's most pressing concerns they would like to see addressed in the new strategy. The paper can be found on the Health Association's website; www.healthassociation.ns.ca.

PATHOLOGY & LAB REQUIREMENT – Health Association staff have been in contact with CLSI to determine if they could purchase a set of standards for members to access. Initial assessments indicated that this would be in violation of copyright laws; however, we are continuing to explore this option in consultation with legal counsel. If we find this is not feasible, we will be providing DHW with the estimated system cost.

SAFETY ACTION WORKPLACE COMMITTEE – Pam Smith was appointed to represent the sector on the Steering Committee. Susan Dempsey joined Council to provide an update on the development of the 5 Year Workplace Safety Action Plan. Five working groups will be established this spring to help inform the plan.

LTC FINANCE WORKING GROUP – Morneau Shepell provided an information session around attendance management, a second session will be arranged to look at more specific questions. Further work around a provincial program on liability insurance is underway.

DHW UPDATE - MJ MacDonald, Executive Director, Risk Mitigation – Continuing Care Branch, joined Council's March meeting to provide an update on some of the work the department is currently undertaking.



National Poison Prevention Week March 19-25, 2017

Every year the IWK Regional Poison Centre receives about 9,000 telephone calls related to poison information and exposure. Despite the serious nature of many of them, 85 per cent of the home-based calls are resolved without a health care facility visit. Poison Prevention Week is dedicated to raising the awareness of common poison hazards in order to prevent accidental poisonings.

Calls to the IWK Regional Poison Centre at 1-800-565-8161 are answered by Poison Specialists who are registered nurses and pharmacists. Telephone advice is available seven days a week, 24 hours a day. The poison centre manages telephone calls directly from both the public and health care professionals, for any age (children and adults).

In 2016, 72 per cent of all calls (all ages) to the IWK Regional Poison Centre were due to accidental poisonings. Some of the most common calls were:

Children under 5

Young children are at risk of poisoning due to their small size, curiosity, quickness and habit of putting things in their mouths. They often mistake medicine for candy and do not have the ability to tell the difference between a poisonous and a non-poisonous product. Exposures in this age group typically occur when parents or caregivers are distracted, for example when they are making supper, answering the door or entertaining company. Caregivers often think that containers are “child-proof”, when in fact no container is truly childproof.

Teens and Pre-teens:

Adolescents are at a higher risk for poisoning due to risk taking behaviors such as misuse of medications, use of alcohol and use of street drugs.

Older Adults:

Seniors are high risk for poisoning due to age and existing health problems that require daily use of many medications. Even double dosage of certain medications, such as those used for heart problems and diabetes, can be life threatening.

“One of the misconceptions is that medications are not poisons,” says Laurie Mosher, Clinical Leader for the IWK Regional Poison Centre. “The truth is that medications are the number one poison.”

A poison is anything you can breathe, touch or taste that might be harmful.

About the IWK Regional Poison Centre

The IWK Regional Poison Centre (IWK RPC) provides timely and current information regarding toxicological care for all of Nova Scotia and Prince Edward Island. They also provide consult services for health care professionals in New Brunswick concerning the management of the poisoned patient in a health care setting.

The IWK RPC provides a 24-hour phone consultation service to both the public and health care professionals and provides information on a real or potential exposure to toxins. The IWK RPC can be reached at 1-800-565-8161. Visit www.iwkpoisoncentre.ca for more information.

(Source: IWK news release, March 20, 2017)

Online Healthcare Provider Survey - Canadian Center for Vaccinology

The Canadian Center for Vaccinology is conducting an online survey of pharmacists, physicians and nurses who provide vaccines in Nova Scotia to seek their opinion of the changing vaccination landscape in Canada.

The questionnaire will take approximately ten minutes to complete, and all responses will be kept confidential. Questions in the survey focus on the logistics of vaccine delivery and record-keeping, current immunization practices, attitudes toward vaccines, burden of illness

associated with vaccine-preventable diseases, pharmacists as immunizers, and the current age restriction for pharmacists administering vaccines.

Participation in this study is entirely voluntary. As a token of their appreciation for completing this survey, you will be invited to enter a draw for a chance to win a \$100 restaurant gift card. Please click the link below to complete the survey.

<http://ccfv-survey.dal.ca/cgi-bin/rws5.pl?FORM=CT12-HCP>



**Halifax, NS
April 5, 6, 2017**

**Parkland at the Lakes
82 Baker Dr
Dartmouth, NS B2W 0C8**

Ready to add something new to your care practice?

Then Music Care Training is for you! This course is suitable for allied health care providers, family and volunteer caregivers, musicians, teachers - anyone who would like to increase their knowledge and practical applications of music in care.

No prior musical or health sector experience is required.

This 14-hour course will prepare you to:

- Understand the basic principles of music in care
- Gain confidence using specific music care techniques
- Develop a strategic plan for a music care program in your care setting

[REGISTER NOW!](#)

A banner for the ARCC Conference 2017. The top half features a white logo on the left consisting of four diamond shapes arranged in a cross pattern. To the right of the logo is the text "ARCC Canadian Centre for Applied Research in Cancer Control". The background of the banner is a photograph of the Toronto skyline, including the CN Tower, with a marina in the foreground. The bottom half of the banner is a solid purple bar with white text. On the left, it says "SAVE THE DATE ARCC Conference 2017". On the right, it says "May 25-26, 2017 Toronto, Ontario". The website "www.cc-arcc.ca" is printed in white at the bottom right of the photograph area.

SAVE THE DATE
ARCC Conference 2017

May 25-26, 2017
Toronto, Ontario

www.cc-arcc.ca





Government Responds to Mental Health Panel Recommendations

Government will work to enhance and better coordinate mental health supports offered to children and youth, through school facilities like youth health centres.

This is one of four recommendations put forward by the Minister's Advisory Panel on Innovation in Mental Health and Addictions. The province will implement all four recommendations.

"We know the need for mental health and addictions support is growing across the province and we need to find new ways to reach those who need help," said Health and Wellness Minister Leo Glavine. "I thank the panel for its work. We will now work with schools, mental health professionals, Nova Scotia Hospital Authority and the IWK Health Centre, to address these recommendations."

In June 2016, a panel of eight experts was appointed to examine Nova Scotia's current approaches to mental health and addictions.

As part of its work, the panel looked at early intervention, improving community support, and innovative practices in mental health and addictions from other jurisdictions that could be applied in Nova Scotia.

"It is gratifying to see such an immediate and strongly supportive response to the recommendations that our committee has presented," said Dr. Stan Kutcher, panel co-chair. "I am personally and professionally hopeful that as these directions are implemented, the province will continue firmly on its path towards improving the mental health and access to quality mental health and addictions care for all Nova Scotians."

"I am confident these recommendations will have a positive impact on Nova Scotians," said Starr Dobson, panel co-chair. "We are committed to reflecting the mental health needs of all Nova Scotians and are already moving forward on putting more innovation to work in our province."

The province will also provide an additional \$4.4-million as a permanent investment in SchoolsPlus by 2019-20. This will support all schools in the province and add about 51 new mental health clinicians, SchoolsPlus facilitators and community outreach workers.

The four recommendations include:

- create a single web and mobile-based platform and 24/7 live answer, toll-free phone line to provide consistent access to mental health and addictions information, support and services province-wide. Ensure access to live counselling for youth
- ensure developmentally appropriate, evidence-based, consistent mental health and addictions curriculum at the primary to six level, as well as for students in grades nine and grade twelve
- develop a standard model for mental health/health-care delivery by integrating the supports and services offered by youth health centres, Schools Plus and Early Development Centres. The services provided must be evidence and needs-based, client-focused and youth-friendly, providing a full scope of needed supports and interventions
- all mental health service providers must receive evidence-based suicide risk assessment and suicide risk management training.

A copy of the recommendations and government's response is available at novascotia.ca/dhw/publications/Minister_s_Advisory_Panel_on_Innovation_in_Mental_Health_and_Addictions.pdf

"It is gratifying to see such an immediate and strongly supportive response to the recommendations that our committee has presented. I am personally and professionally hopeful that as these directions are implemented, the province will continue firmly on its path towards improving the mental health and access to quality mental health and addictions care for all Nova Scotians."

DR. STAN KUTCHER, PANEL CO-CHAIR

(Source: DHW news release, March 20, 2017)



Online News You May Have Missed

March 7, 2017 - P.E.I. planning review of long-term care: minister

Long-term care in Prince Edward Island will be reviewed by the provincial government, Health and Wellness Minister Robert Henderson told a provincial standing committee .

Henderson said the province is hoping to shift more care away from facilities into people's homes.

Within eight years, Henderson said, almost one in four Islanders will be over the age of 65.

Learn more...

<http://www.cbc.ca/news/canada/prince-edward-island/pei-long-term-care-seniors-nursing-1.4014299#sthash.PobT8wTb.dpuf>

March 22, 2017 – Collaborative-care clinics a hit with doctors, but slow rolling out

As the government works to recruit doctors to practise in the province, a director with Doctors Nova Scotia says more flexibility during the changeover to collaborative-care centres could help the thousands of patients who currently don't have a family doctor.

Kevin Chapman says "it's a long haul" getting a family physician for everyone, even though the move toward collaborative centres is happening as fast as it can. There are 50 such practices across the province in various stages of readiness, including 14 that are in development and the eight collaborative emergency centres set up by the former NDP government.

But getting to the point where everyone who needs access has it is years away.

Read more...

<http://www.cbc.ca/news/canada/nova-scotia/health-care-doctors-collaborative-care-clinics-1.4034943>

Senior Care Canada, State of the Industry

The latest issue of Senior Care Canada, State of the Industry features input from members of the long-term care industry on what the biggest issue in long-term care is today, what the most positive thing is about the industry, how the government can help, and what long-term care should look like in the future. Input from Nova Scotia came from Annette Fougere, the Chair of the Health Association's Continuing Care Council and the Chief Executive Officer of St. Anne Centre as well as Debra Boudreau, Administrator of Tideview Terrace Nursing Home.

The print magazine is full of input from participants but they are including some responses on the web too - see more at:

<http://seniorcarecanada.com/#sthash.5BUNLzpT.dpuf>

