



**Nova Scotia Health Care Stakeholders  
review UK ambulance service**

**Bargaining Update**

**Board and Trustee Nominations**

**AGM Dates and Details**



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# President's Notebook

Janet Hazelton, NSNU President



## Nova Scotia Health District reviews British model of emergency services delivery

I recently spent a few days in the UK reviewing that region's ambulance service which the Cape Breton District Health Authority is considering as a blueprint for good practice. This fact-finding visit was a well timed business trip.

The East of England Ambulance Service NHS Trust (EEAST) is considered an international blueprint for good practice. We were there to find out just how well it worked.

The Cape Breton District Health Authority and Emergency Health Services (EHS) are considering the possibility of using a mobile health care team to enhance the delivery and access to Emergency Services and Primary Care for people living in the town of New Waterford and surrounding areas.

As the District continues to struggle with temporary and unexpected Emergency Department closures due to staffing shortages at community hospitals, including the New Waterford Consolidated Hospital, this model may offer some relief.

As the Board representative of the NSNU, I was invited to join the group as an observer, a role I felt very comfortable in as I continue to examine and evaluate the numerous changes that are occurring in our health care system in this province.

If this option is adopted it could mean having a mobile team of Emergency Nurses and Paramedics working in collaboration with a physician to provide a level of care directly to people in their homes. According to the DHA, this model for care would not replace the hospital's emergency department. It would operate overnight by taking services to the people where they live rather than the hospital setting.

The review group also included a family physician, two emergency department nurses (John McPhee, RN, and Susan Byrne, RN) and the emergency department manager, all from New Waterford, as well as the District's Vice-President of Patient Services-Chief Nursing Officer.

We saw firsthand just how well their Out of Hours (OOH) service operates when, under unusually high pressure the morning of Saturday, March 24, forty-eight calls were being managed by 8:15am, 15 minutes after the OOH line opened, compared to six calls on the next morning.

*continued...*

**ON THE COVER...** Representatives of the East of England Ambulance Service NHS Trust (EEAST) met with Nova Scotia health care stakeholders, March 24, 2012. **From left to right:** The Honourable Frank Corbett, Nova Scotia Deputy Premier, Dr. Peter Middleton, Dianne Calvert Simms - Vice President of Patient Services and Chief Nursing Officer for the Cape Breton District Health Authority, Lyn Reynolds - EEAST Associate Director of Primary Care Services, Janet Hazelton, Susan Byrne, RN and Rob Mackie.

# Ontario Hospital Nursing Jobs Disappearing

Ted Woloshyn of the *Toronto Sun* has written an interesting column that shows that Ontario hospitals are no longer participating in recruitment fairs as often as they used to.

The Career Fair for Health Care Professionals being held in Toronto this month will see representatives from about 50 hospitals from across Canada and parts of the U.S. hoping to find nurses and other health care professionals to hire.

Just a few years ago, 12 to 15 Ontario hospitals would have participated; this year, less than half that number will participate.

Woloshyn writes that our hospitals no longer have the funds to attend career fairs and are searching to fill just a few hard-to-fill positions, such as overnight critical care nurses.

Professional recruiter Ken Marskell told Woloshyn that there are scarce opportunities for health care providers in hospitals, though opportunities exist in home care and long term care.

## President's Notebook continued...

*From left to right: The Honourable Frank Corbett, Nova Scotia Deputy Premier, Dr. Peter Middleton, Dianne Calvert Simms - Vice President of Patient Services and Chief Nursing Officer for the Cape Breton District Health Authority, Lyn Reynolds - EEAST Associate Director of Primary Care Services, Janet Hazelton, Susan Byrne, RN and Rob Mackie.*



Rob Mackie, EEAST Clinical Operations Manager for Primary Health Care, said: "We have no idea why but it was busier than all the usual high demand days like Christmas Day and other bank holidays. But it was good for the Nova Scotia contingent to see the service perform so well under that kind of pressure.

"We really did welcome their visit and are very proud that they are taking so much of our good practice back with them."

Susan Byrne, RN – (NSNU member, New Waterford Consolidated Hospital) said: "We didn't actually notice that it was so busy because although the system is very complex it all joins together so well, everybody knows what they are doing and it falls into place. What we saw was

excellent as it is what we're trying to do ourselves so it was very worthwhile seeing it managed so well."

I am not yet convinced that the British Model is the answer to some systemic problems, but I will be discussing my findings with our Board of Directors at our April 19 meeting.

Ultimately, the introduction of different delivery models can be unsettling, making us question the logic and motivation for a new plan. I, for one, maintain that regardless of what is proposed, nurses must continue to play a primary role in the delivery of our health care in all our communities. Nurses are critical thinkers, with a knowledge base that better ensures positive outcomes for patients and their families.



# NSNU Regional Meetings

The regional meeting schedule has been determined. The notices have been mailed to all table officers for posting:

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## Eastern Regional Meeting

Date: Monday, **April 23**, 2012

Time: 19:30 – 21:00

Location: Cape Breton Regional Hospital, Education Department, Room 3612, 3rd floor, back of building

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## Northern Regional Meetings (two)

Date: Wednesday, **April 25**, 2012

Time: 7:00 PM

Location: Super 8 Motel, Cumberland Room, Amherst

Date: Thursday, **April 26**, 2012

Time: 7:00 PM

Location: Maritime Inn, Celtic Room, Antigonish

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## Western Regional Meetings (three)

Date: Monday, **April 16**, 2012

Time: 7:30 PM

Location: South Shore Regional Hospital, Dawson Room, 90 Glen Allen Drive, Bridgewater (Take elevator to first floor, turn left, through the cafeteria, turn right to Dawson Room)

Date: Monday, **April 23**, 2012

Time: 7:30 PM

Location: Lew Murphy's Pub – Meeting Room

7182 Highway #1, Coldbrook (Right across from Volkswagen Dealership)

Date: Tuesday, **April 24**, 2012

Time: 7:30 PM

Location: Yarmouth Regional Hospital, Ruth and Irving Pink Room, 60 Vancouver Street

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## Central Regional Meeting

Date: Monday, **April 16**, 2012

Time: 7:30 PM

Place: Holiday Inn Harbourview, Banook Room, 101 Wyse Road Dartmouth

# Bargaining Bulletin

As the NSNU moves closer towards the next round of bargaining, we must be aware of the various other health care unions currently at the table, and how their negotiations and wage settlements can impact NSNU nurses.

Since the ratification of the last tentative agreements, the NSNU has been involved in meetings with all health care unions. We have discussed in various ways, how we can achieve a fair wage package that meets the needs of all our members.

The RNs of NSGEU Local 97 were awarded a wage settlement through arbitration in October 2011. This award included a 5.1% increase in 2012; 3.5% classification and 1.6% economic adjustment, respectively. The NSNU has not negotiated a wage package for any NSNU Collective Agreement beyond October 31, 2011. The NSNU anticipates that the wage settlement awarded to the RNs of Local 97 to be extended to the RNs of NSNU to maintain wage parity in Nova Scotia.

LPNs in Nova Scotia are currently represented by five separate unions: NSNU, NSGEU, CUPE, CAW and SEIU. Four of the five (NSNU excluded) are currently at the table in different stages of negotiations with the Employer. Some of the LPN bargaining units also include clerical and support staff. Most bargaining units have expressed that they are looking for a similar wage settlement as Local 97, for all members in the unit, regardless of position or classification.

Once again, the NSNU anticipates that the successful wage increase negotiated for LPNs in other unions will be extended to NSNU LPNs.

Dialogue between the NSNU and other unions consistently acknowledges that the scope of practice for LPNs has significantly increased and a wage adjustment appropriate to these increased job scopes is necessary. Although we are not currently at the table, there is recognition among other unions that strike action may be required by a bargaining unit to obtain such increases.

The NSNU will support our colleagues in other health care unions as they work towards a successful settlement. As a union, we need to impress upon the decision makers – the Employers and government – that LPNs deserve economic increases that reflect the work they do.

It is important that we understand the Union who is first to take on this issue at the table is fighting for all LPNs practicing in the province and we need to support their efforts as they would support ours.

## Bargaining Survey

Thank you to those members who took part in our test survey. The use of this new technology added to the success of the launch of our online bargaining survey April 2-27. The Provincial Negotiating Committee (PNC) of the NSNU encourages members to participate in the bargaining survey.

Members will need to login to MyNSNU to complete the bargaining survey, using the login credentials mailed in August 2011. If you did not receive your username for MyNSNU (five digit number) please call the NSNU office at 469-1474/1-800-469-1474.

## Bargaining Conference

A Bargaining Conference will take place in Truro on May 14, 2012 at the Glengarry Hotel. The PNC will be reviewing the results of the bargaining survey with delegates at the Conference and discussing bargaining strategies for our next round of talks.

## Information Sessions and Voting

Based on feedback from the bargaining survey, the Board of Directors will determine the appropriate tools for communicating the results of a tentative agreement and voting protocol.

Once the PNC reaches a Tentative Agreement (TA) with our employer group, the communications staff will take the following actions as quickly as possible:

- Post memos, a TA brief and all other relevant information on the homepage of [www.nsnu.ca](http://www.nsnu.ca)
- Distribute a general email to your Local Executives who, in turn, post all documents at your work site
- Place a Union Calling to all members with valid phone numbers in our database regarding the TA and next steps (information sessions, voting dates and protocol, etc.)
- Issue a news release to local media throughout the province regarding the conclusion of bargaining
- Prepare to respond to member inquiries regarding voting procedures

Online voting via MyNSNU ([www.nsnu.ca](http://www.nsnu.ca)) for a tentative agreement will require that each member use their member identification number (username) and password - these login credentials were mailed to members in August 2011. If you did not receive your username for MyNSNU (five digit number) please call the NSNU as soon as possible.

# AGM Auction

Every year the NSNU AGM/Operations Committee selects a non-profit organization or charity as the benefactor of all proceeds from our benefit auction. This year the organizing committee has chosen The Marguerite Centre.

The Marguerite Centre is a 12 bed, long-term residential facility for women in recovery from addictions and abuse, providing a safe residential setting where their unique needs will be met, their issues addressed and their voices heard. This woman-centered, holistic approach to programming empowers women to create their own path to healing and recovery. The non-profit Centre is located in the Halifax Regional Municipality and is the only facility of its kind for women in Nova Scotia.

On **Sunday, April 15th, 2012**, The Marguerite Centre will host the seventh **Red Tent** spa event. Money raised from this popular event enables The Marguerite Centre to help women suffering from addictions and abuse, restore their lives from the inside out. Many residents leave The Marguerite Centre to resume their place in their families, their work and their communities.

While some government funding is available, they rely on the generosity of people and businesses in their community to continue our important work Red Tent is the signature fundraiser in support of The Marguerite Centre. Please consider sponsoring ... you can save a life.

Visit [www.redtent.ca](http://www.redtent.ca) for more details and to purchase tickets to the event.

# AGM Banquet ~ Wednesday, May 15

Calling all you caped crusaders!!!! The theme for this year's banquet and dance is **Nurses ~ Superheroes of Healthcare**. Those planning to attend the May 15th event are asked to dress as their favourite superhero (or a reasonable facsimile).

NSNU is holding a superhero costume contest. We have the following prizes as added incentive for your creativity:

1st Prize - \$100 SUPERstore Gift Card

2nd Prize - \$75 SUPERstore Gift Card

3rd Prize - \$50 SUPERstore Gift Card

A DJ will help get your dance powers generating! The reception starts at 6:30 pm; dinner at 7:00 pm.

# AGM Hospitality Event ~ Tuesday, May 14

The Ponderosa will again be closed to all patrons other than NSNU members for our Hospitality Event. Happy Hour will begin at 6:30 pm; karaoke will be available throughout the evening. A buffet dinner will be provided starting at 7:00 pm and will be covered by NSNU for those who registered to attend. All beverages, alcoholic and non alcoholic, will be at the expense of the members. Please confirm your attendance on your AGM registration form.

This year the AGM Committee will be drawing for the door prizes at The Ponderosa Hospitality event instead of the Banquet the following night. All registered AGM attendees are eligible for the draw even if you are not able to attend the Hospitality get together.

Management at The Ponderosa will be holding their own draw that evening (swag) also to benefit our members.



# Strike by another Union or Employer Lockout

As a member of the Nova Scotia Nurses' Union, what do you do if another union takes job action or goes on strike? As members of the NSNU, what are your roles, responsibilities and rights when your co-workers in another bargaining unit head to the picket line?

If strike or job action occurs, the NSNU will be in communication with you during these difficult times. We will utilize our Union Calling broadcast system. We will update the NSNU website ([www.nsnucanada.ca](http://www.nsnucanada.ca)) as often as necessary. Staff and provincially elected representatives will be available to keep you informed.

If you have questions or concerns, we recommend that you first contact your Local Executive members for guidance and advice. Your Local leadership will have access to information via a newly established email ([strikeaction@nsnu.ns.ca](mailto:strikeaction@nsnu.ns.ca)) to answer questions they may have difficulty addressing. However, we encourage you to call the Provincial Office at 1-800-469-1474 if you are still unclear about any aspect of this situation.

The full document titled *Strike By Another Union* can be found at [www.nsnucanada.ca](http://www.nsnucanada.ca) under Advocacy and Promotions.

## National Nursing Week 2012

National Nursing Week (NNW) takes place the week of May 7. NNW celebrates Canadian nurses and their dedication to patient care and the health care system.

Once again the theme is:

***Nursing – the health of our nation.***

In 1971, the International Council of Nurses (ICN) designated May 12 – Florence Nightingale's birthday – as International Nurses' Day. In 1985, in recognition of the dedication and achievements of the nursing profession, the Canadian Minister of Health proclaimed the second week of May as National Nurses Week. May 12 is also recognized as Canada Health Day.

The name changed to National Nursing Week in 1993 to emphasize the profession's accomplishments as a discipline. The purpose of National Nursing Week is to increase awareness among the public, policy-makers and governments of the many contributions nurses make to the well-being of Canadians.

Once again, the NSNU Board of Directors is very pleased to provide every Local with a \$100 cheque for Nursing Week celebrations.

Each Local can then decide how its members wish to direct those funds. Some suggestions are: a Nursing Week Tea; a charitable contribution; or a purchase for the nurses' staff room, etc.

At the completion of NNW, the NSNU would like to hear from the Locals to find out how the money was used to celebrate nurses. If possible, include a photo with your information to enhance the upcoming newsletter article about the 2012 NNW events.



# Education Day 2012 – May 17, 2012

The Education Day will take place May 17 at the Glengarry Hotel in Truro. This year's theme is "Mini Labour School". Members are eligible to take two of the five sessions offered. Skilled facilitators will teach one 2.5 hour workshop in the morning, repeating the same workshop in the afternoon.

When you register please indicate your top two choices as well as an alternate selection. As space is limited in each classroom, NSNU staff will assign members to their two sessions based on their top 3 selections. The final class lists will be included in the AGM information kits.

## EDUCATION WORKSHOPS:

### 1. Conflict & Resolution

Conflict has many sources, including disagreements, stress, personality differences and differences of opinions. Many conflicts would not spiral out of control if people used conflict resolution techniques. This workshop will review a specific case profile helping participants to better understand the dynamics of conflict and equip members with the skills needed to respond confidently when faced with situations of conflict.

### 2. Leadership

Pipes, Patients, and Professional Power: Reclaiming Self-Leadership in Our Practice Settings

Are you struggling in your role as a nurse in today's topsy-turvy professional practice settings as the 'go to person' in all matters unrelated to your role as patient care provider? Are you attempting to be 'all things to all people' while fearing you are losing your professional grip? While we all must step up to the plate and do what must be done to ensure patients receive quality care, it appears that increasingly nurses are being called upon to manage situations that extend beyond their scopes of practice and professional domains. Join this workshop to reflect, refocus, renew, and resolve to reclaim your professional leadership role in your nursing practice and workplace.

### 3. Grievance & Arbitration

This workshop is designed to assist shop stewards, grievance officers, committee members and / or anyone else at the Local level who files and processes grievances. Participants will review a case study in order to better understand the grievance procedure.

### 4. Addictions

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

This issue doesn't just affect the addicted nurse. Using an actual, yet anonymous, case study this session will explore how substance abuse affects the addict, co-workers, their employment relationship and the impact on their license to practice.

### 5. The Union as a partner in the Duty to Accommodate process

Using a case study to provide specific examples, this workshop will:

- Review the general principles of the duty to accommodate process
- Explore how this topic is addressed in collective agreement language
- Discuss the role of employers, unions and members in the process
- Debate expectations, whether realistic or unreasonable



# Neptune Theatre ~ Nurse Appreciation Contest

Neptune would like to reward one of our province's exceptional health professionals with a VIP Healing Package sponsored by Neptune Theatre, Spirit Spa, The Carleton Bar & Grill and The Berkeley.

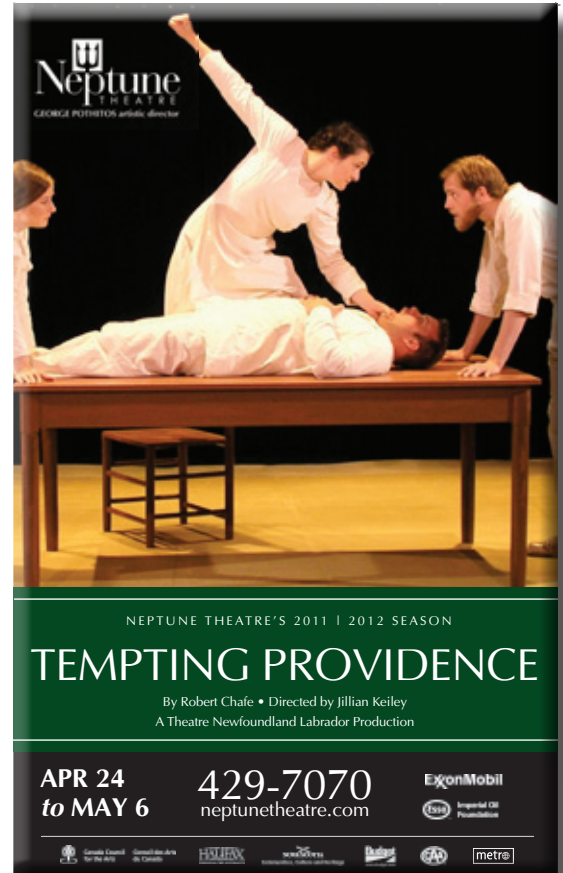
This prize package worth \$350 includes:

- 2 tickets to Tempting Providence at Neptune Theatre April 25-May 6
- Spa Treatment courtesy of Spirit Spa on Salter Street [www.spiritspa.ca](http://www.spiritspa.ca)
- \$50 Gift Certificate to The Carleton Bar & Grill



Please provide your contact information including phone number via email to: [nurses@neptunetheatre.com](mailto:nurses@neptunetheatre.com)

*One prize will be awarded via random draw. There is no cash value and the prize is not redeemable for any other product. Entries must be received by 11:59 p.m. EST on April 13, 2012. Selection of the contest winner is the sole responsibility of the contest sponsor. Tickets to Tempting Providence performance are valid between April 25-May 6. Employees of Neptune Theatre and members of their immediate families are not eligible.*



## Town Hall on Health Care

Come share your ideas on how we can improve health care in Canada. The government and provinces are renegotiating the Health Accord and dealing with important issues such as an aging population, the rising cost of prescription drugs, and health human resource issues. Make your voice heard, April 21, 2012 – 1:00PM to 3:00 PM at the East Dartmouth Community Centre, 50 Caledonia Road.

## Union Dues Rebates

If you are working at more than one facility and paying union dues more than once in a pay period, you are eligible to receive a rebate of the additional dues you have paid over and above the regular bi-weekly rates.

If you are a casual member who has been paid "less than" 7.5 hours (applicable to acute care members) or 8 hours (applicable to long term care members) in a bi-weekly pay period you are eligible for a union dues rebate.

If either of the above applies to you, please contact Verna Harrie at 1-800-469-1474/469-1474 (ext. 304) or [verna.harrie@nsnu.ns.ca](mailto:verna.harrie@nsnu.ns.ca).

# Board of Directors and Trustee Nominations 2012



## **NSNU President**

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Janet Hazelton: Acclaimed

Janet has been the president of the NSNU since 2002. Prior to becoming president she held the position of Secretary-Treasurer on the Board since 1996. Janet became an active member of the NSNU in 1987, holding the position of co-president of the Colchester Regional Hospital for many years, and Chief Shop Steward of the Bargaining Unit Committee.

Janet sits on numerous committees, including the Provincial Nursing Network, the Board of Directors for the Workers' Compensation Board of Nova Scotia, NSAHO Pension Plan Trustee and the National Executive Board of the Canadian Federation of Nurses Unions.

Janet graduated in 1984 with a Bachelor of Science degree in Nursing from St. Francis Xavier University and received her Masters of Public Administration from Dalhousie University in 2010.

### *Personal Statement:*

It is an honor to represent a profession that I am passionate about.

With every gain we make for nurses across this province and with every improvement we make in the workplace, I know that our collective efforts and hard work are paying off.

Our alliances and affiliations with national federations and other labour organizations provide the NSNU with a broad perspective on health care and nursing issues. I am pleased and humbled to be your voice at these tables.

I take great inspiration from our dedicated members; our student nurses who are at the cusp of new and innovative ideas; our veteran nurses who have wisdom and knowledge to share with patients and co-workers; and our leaders who are making the NSNU a force to be reckoned with.

And, I recognize that sometimes we have to make bold and sometimes unpopular decisions before we can make progress on issues that hold us back.

I am proud to be a member of the NSNU, it is a privilege to be your representative on the Board of Directors, and I am forever grateful to have had the opportunity to become a nurse back in 1984.



## **1st Vice President**

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Christine VanZoost : Acclaimed

Chris is a graduate of Halifax Infirmary School of Nursing. She has 40 years experience in many acute care disciplines – OR, PACU, ICU, Emergency, Med-Surg, OBS, Pediatrics, and is presently working in the Pain Clinic at HCH in Windsor.

Chris has held all executive positions at the Local level: Chief Shop Steward and Chair of BUGLM, PNC (3 terms), Provincial Nominating Committee ( 2 terms), Chair of the NSNU Education Committee, VP Central Region (5 years), 1st VP (2 years), Personnel Committee, Chair Union Discipline Committee.

She counts herself fortunate to have attended Eastern Labour School on four occasions and CFNU three times. Chris was the recipient of the Glenna Rowsell Memorial Award in 2006.

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Chris is a member of the Board of the Nova Scotia Federation of Labour; the Nova Scotia Citizens' Health Care Network; and the Board of Health Care Human Resource Sector Council.

*Personal Statement:*

I am a team player and I commit to serving the members, supporting the President and being an active participant on the Board of Directors.



### **Vice President of Finance**

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Lillian Fynes: Acclaimed

Lillian considers herself a “seasoned” nurse as she has been nursing fulltime since 1981. She has worked primarily in acute care in surgical, medical and intensive care nursing.

She has been active in local, regional and provincial committees since 1990. She was on the Board of Directors as Western Regional Rep for 10 years, V.P. of Finance for 7 years (her current position), and a member of the NSNU Provincial Negotiating Committee. Lillian has held local executive positions and participated in committees, including the Western Region Labour Management Committee.

She currently works in ICU and enjoys the educational experiences obtained from Telehealth sessions, workshops, in-services and self directed online education programs.

Lillian feels NSNU has offered great educational opportunities. She has attended Eastern Labour Schools, CFNU Bienniums, NSFL Biennium Conventions and numerous NSNU education sessions and regional workshops.

*Personal Statement:*

As I look back over my 23 years as an active NSNU member, I reflect on how much NSNU has grown. Our membership increased, our address changed, the current provincial office grew and the staff increased. I was there for all these changes and enjoyed it.

Over the past 23 years NSNU's presence in this province has dramatically improved. We have become a key stakeholder in the health care system. We have a strong relationship with government, other unions, our members and the public. NSNU is an organization to be proud of for its improvements to the work lives of nurses and for providing safer health care for Nova Scotians.

I have been VP of Finance for the past 7 years. Transparency and accountability to you, the members, is of utmost importance.

I am pleased with the growth of the Strike Fund. This is beneficial, as to date healthcare workers are still able to enforce legal strike actions. I was on the Finance Committee when we developed the Miscellaneous Fund. This fund was very beneficial when NSNU renovated the current provincial office. It would be ideal to have that fund reinstated to help offset any unexpected events or projects that NSNU might encounter. I am very favorable of our historic method of budgeting; we develop our budget each year based on NSNU policies. This provides funds so that every eligible NSNU member as per policy can attend NSNU events if they want to.

I enjoy the role of VP of Finance, and will be pleased to serve you on the next Board of Directors. See you at the AGM.



### **Vice President Central Region**

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Cheryl Barker

Cheryl joined the Board of the NSNU in 2011 and was the Board Alternate for the Central Region VP prior to that posting.

Her nursing experience has been in Obstetrics/Nursery Pediatrics, Surgical, Long Term Care, Northern Nursing and Emergency Nursing. She has been a staff nurse manager, BCLS and Triage instructor and preceptor.

She has attended countless Eastern Labour School events and NSNU Annual Meetings. She was a President or VP at the Local Executive level for many years; has been at the Local negotiating table; sat on the Provincial Negotiating Committee; and has been a member of the Constitution & Resolutions Committee, Promotional Advisory Committee and Education Committee, provincially. Presently, Cheryl is her Local Executive Treasurer.

Cheryl recently attended a CFNU Biennial Conference and a Nova Scotia Federation of Labour Conference.

Cheryl's continuing education includes: CNA Emerg Nursing Certification, BCLS Instructor, Nova Scotia Emergency Nurse Mentor for Encid exams and Board governance training as a member of the Board of the NSNU.

*Personal statement:*

I believe that all nurses deserve support, encouragement and respect and above all fair treatment. If chosen to represent the Central District for the next two years, I will do so with this belief in mind. I am a strong patient advocate and have tried to improve both patient care and access to care throughout my career.



### **Vice President Central Region**

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Deana Dixon

Deana has been a nurse at the IWK for over 12 years working on a surgical unit, MSNU as well as some term experiences in ambulatory care. In MSNU, she preceptors new hires, students and staff who are returning from leaves of absence from work.

She has been a member of the IWK BUGLM Committee for three years. As a member of the Local Executive (since 2011), she has participated in some management and labour meetings as well as supporting RNs in meetings with the Employer.

Deana is planning to attend the 2012 Eastern Labour School on Prince Edward Island this June. She organized and attended a Shop Steward workshop in 2012. She orientates new RNs at the IWK about the union, what it does and how new RNs can participate in union activities.

Deana is preparing to enroll in a Masters of Nursing program in the next year or two. She also holds a Bachelor of Arts degree in Literature from Dalhousie University.

*Personal Statement:*

On a personal level, I would like to gain experience on another aspect of the union. I would like to directly connect actions and issues at the Local level to the work that is done on the Board of the NSNU.

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### **Vice President Eastern Region**

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Gerri Oakley: Acclaimed

Gerri graduated in 1982 from the VG School of Nursing. In 1985 she took a CCNP Course and in 1994 received her BScN from St. FX. She has worked in neurosurgery, critical care, and is currently employed at the chest clinic at CBRH.

Gerri has been actively involved in the NSNU since 1987 and held the position of 2nd VP on the Board of Directors prior to becoming the VP of the Eastern Region in 2005. Gerri is currently the president of the Cape Breton Regional Hospital Local of the NSNU and has been for the past 15 years. She was the NSNU Board VP of Eastern Region for six years; and has been the LTD Trustee for eight years.

Her list of labour relations credentials is extensive. She has attended many Labour School events and other educational opportunities. She has taken courses in Negotiations, Duty to Accommodate, Grievance Procedure, and Harassment and Bullying issues. She is involved in many committees locally and provincially, notably as chair of the NSNU AGM /Operations and Nominations Committee. As VP of Eastern Region she has taken courses in Labour Relations, Duty to Accommodate, Legal Realities of the Nurse, Grievance Process and Communications, to name a few.

#### *Personal Statement:*

As VP Eastern Region, my objective would be to continue to represent the Eastern Region at the Board level and bring to the Board the concerns and opinions of all nurses in that area. As well, it is also important to bring the decisions and concerns from the Board back to the region. I am presently a member of the Board of Directors of the NSNU and am very proud to be a nurse and a member of the Nurses' Union. As a Board member, I feel it is very important to attend Board meetings as an active participant.



### **Vice President Western Region**

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Teresa Ogilvie: Acclaimed

Teresa has been nursing for 39 ½ years (but who's counting) as a registered nurse in the following areas: Med/Surg Respiratory Unit – ER – Intensive Care – Day surgery and initiated PAC at Valley Regional Hospital

She has attended three Eastern Labour School events, numerous conferences, NSNU Annual General Meetings and CFNU Biennial Conferences.

Teresa has continued in her pursuit of knowledge by taking a Critical Care Course, and Preceptorship Program. She assisted in establishing the PAC at Valley and has preceptored students from the CCNP course.

#### *Personal Statement:*

I have held this position for two terms and would like to represent my members for yet another successful term.

My main aims and objectives as VP of Western Region are to work and communicate with other Board members to make good and sound decisions that will be of the greatest benefit to our whole membership. I also want to be readily available and approachable to the members in my region and to voice their concerns at the Board level.



### **Vice President Northern Region**

Ann Marie Murdock: Acclaimed

Ann Marie graduated from the Aberdeen Nursing School – RN – in 1975 and completed her BScN at St. FX in 1994. She obtained Certified Lactation Consultant credentials in '95, 2000, 2005 and 2010. She is presently employed at the Aberdeen on the Women and Children's Unit.

Ann Marie served as Chair of the Constitution and Resolution Committee of the NSNU for many years. She has been Chair of the Personnel Committee which reviews policies of NSNU, negotiates contracts for NSNU staff and makes recommendations to the Board of Directors. She is also a past Member of Promotional Advisory Committee (aka Political Action Committee).

Her labour education includes instruction in Grievance & Arbitration issues and procedures. Ann Marie's continuing education credits include: ACORN, NRP; and various workshops at CFNU Biennial Conventions.

Ann Marie is presently a member of the Board of Directors representing the Northern Region, actively servicing the region. She attends BUGLMC meetings for all districts - DHA 4, 5, 6, 7 - in order to address members' concerns at the Board of Directors meetings.

#### *Personal Statement:*

I would like to continue to be open and transparent related to provincial decisions. I would like to continue to make decisions that are fair and informed that are in the best interest of the NSNU and its members.



### **Vice President Licensed Practical Nurses / Grad Component**

Maria Langille

Maria graduated in 1978 from DRVS and has worked at Shiretown Nursing Home, Sutherland Harris Memorial Hospital and Aberdeen Hospital in the following areas: Long Term Care, Residential Care, Acute Care, Vets, and Rehabilitation.

Through the NSNU Maria has had the opportunity to receive education in Grievance / Arbitration process, Media Relations, Labour Law, Negotiations, and Applied Communications Skills.

Maria continues her quest for increased education in nursing and leadership roles and has taken advantage of educational opportunities at Eastern Labour School, the Canadian Federation of Nurses Unions Biennial Convention, the NSNU

Education Sessions, the Nova Scotia Federation of Labour Conference, and Board governance training.

Maria has been on the Board of the NSNU since May 2012 as the VP of LPN/Grad Component, and as such has chaired and organized numerous Component meetings for the membership.

#### *Personal Statement:*

I wish to promote Licensed Practical Nurses within the NSNU amongst our own union membership and at the public level. I also wish to continue to address the concerns of LPNs in the Nurses' Union. I am very proud to be an LPN.

continued...



### **Vice President Licensed Practical Nurses / Grad Component**

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Anne Boutilier

Anne has been an LPN with 11 years working at Dartmouth General Hospital. Over the past 5 years she has been a casual with VON and LTC – loving every minute of it.

She has six years shop steward experience, has been the JOHS NSNU Rep, and her Local LPN/Grad Rep for past six years. This year Anne took on the role of Secretary.

Anne has attended five NSNU Annual General Meetings as well as LPN / Grad Component meetings. This year Anne plans to attend Eastern Labour School in Charlottetown.

She has pursued continuing education in the following areas: physical assessment, wound care, CAWC, infection control, and LPN Scope of Practice.

*Personal Statement:*

My goal is to unite LPNs across the province so that the Board will better understand our needs as the scope and responsibility grow and the number of LPNs grows.



### **Vice President Community Care**

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Jennifer Chapman: Acclaimed

Jennifer graduated from NSCC Akerley Campus in 1999. She has been employed with VON Cumberland since 2001. She has previous nursing experience in long term care and acute care.

Jennifer has been her Local's president since 2006 and VP of Community Care since 2008. She sits on her Local Labour Management Committee and is a member of the Multi Branch Labour Management Committee.

Her NSNU educational experiences include: Eastern Labour School 2010, local union education sessions, Communicating with Confidence, OH&S Conference (NSFL) 2011, and the CFNU Biennial Conference 2009 & 2011.

Jennifer's continuing education includes: Phlebotomy, Immunization for nurses, IV Therapy, Leadership Skills, numerous wound care courses including CAWC S-Series and various Telehealth, on-line and in-service courses.

*Short Statement:*

I would like to continue to be the voice of our Community Care membership at the Board level. I wish to continue to push for a safer workplace for our nurses and be the strong voice our employers hear with regard to our members concerns.

## Vice President Long Term Care

No Nominees



## Long Term Disability Trustee

Gerri Oakley

Gerri graduated in 1982 from the VG School of Nursing. In 1985 she took a CCNP Course and in 1994 received her BScN from St. FX. She has worked in neurosurgery, critical care, and is currently employed at the chest clinic at CBRH.

Gerri has been actively involved in the NSNU since 1987 and held the position of 2nd VP on the Board of Directors prior to becoming the VP of the Eastern Region in 2005. Gerri is currently the president of Cape Breton Regional Hospital Local of the NSNU which she has been for the past 15 years. She was the NSNU Board VP of Eastern Region for six years; and has been the LTD Trustee for eight years.

Her list of Labour Relations credentials is extensive. Gerri has attended many Eastern Labour School events and other educational opportunities to gain experience in Negotiations, Duty to Accommodate, Grievance Procedure, Harassment & Bullying Workshops, etc. She is involved in many committees locally and on a provincial basis, including the NSNU AGM Committee (Chair). As VP of Eastern Region, she has taken courses in Labour Relations, Duty to Accommodate, Legal Realities of the Nurse, Grievance Process, and Communications, to name a few. She followed the pathway for the LTD Trustees including instruction in interpreting financial statements, governance, fiduciary responsibilities, investments, benefit programs and legal issues.

Gerri has been involved in other relevant committee work resulting from the LTD Board membership such as the Benefits Committee, Communications Committee, and the Committee on Plain Text development.

### *Personal Statement:*

As the NSNU rep on the LTD Board, my objective is to continue to bring forward the concerns of nurses. For the past eight years I have sat on this Board as your Trustee and have only missed three meetings due to illness. It is very important to follow the educational pathway as designed by the LTD Board of Trustees which I have done so that I can participate actively in Board discussions.

As a Board member it is important to make sound decisions that keep the LTD Plan in good financial condition so that funds are available when needed by any of our members. The Board does not get involved in decisions regarding individual approvals for LTD but rather in the overall running of the LTD Plan.

I am available to provide information to members regarding the LTD Plan, Duty to Accommodate, etc. and can also direct members to appropriate channels.

continued...





### Long Term Disability Trustee

Karlene Pynch

Karlene is in her 36th year as a registered nurse. She is currently a staff nurse in PACM at Valley Regional and also worked in ICU for twenty-plus years. She is a full time employee. Karlene is a Preceptor for CCNP and peri-operative courses.

She is the Chief Shop Steward / Secretary for BUGLM District 3 and PACU shop steward at VRH. Karlene sits on the NSNU Constitution/Resolutions Committee and is the Western Region Rep for the NSNU Provincial Negotiating Committee (three terms). Karlene has been a member of the NSNU Education Committee and Constitution/Resolutions Committee in the past.

Karlene has held all local executive positions with the exception of treasurer. In 1977, she was actively involved in the development of her Local. Karlene's labour education includes Labour School courses in: negotiations, general labour relations, grievances and arbitration, and various courses provided at CFNU Biennial events.

#### Personal Statement:

I have always enjoyed all of the work I have done for my union and am a proud NSNU member.

I have been attending education sessions in both nursing and unionism all my career and have been receiving both leadership and practice premiums.

My aim is to educate myself on the process of Long Term Disability and assist in whatever way I am able in making that process easier for the disabled members of this Union.

## New Contract Language ~ Acute Care

Please be advised that new contract language related to vacation requests in quarter 2 could have an impact on summer vacation requests.

Article 10.05 states:

**(e) When submitting a request for vacation leave for quarter 2, the Nurse shall provide the Employer with up to three (3) choices for vacation, listed in order of priority. If the Nurse has not provided three (3) choices for vacation and the Employer is unable to comply with the submitted request, the Nurse's subsequent request for vacation leave for period 2 will only be considered after other requests are scheduled and posted by June 1st, in accordance with Article 10.06. These requests shall be granted on a first come, first served basis.**

**(f) Where, the Employer is unable to comply with the request, the immediate management supervisor shall:**

- i) give the reason for disapproval; and**
- ii) make every reasonable effort to grant an alternative request by the Nurse in the amount and at the time requested.**

If a Nurse only submits one or two requests (not three requests) AND the Employer cannot grant the requests, the Nurse is not given an opportunity to use (f) and have an alternate request granted. Any subsequent request from the Nurse will only be considered after all other requests have been processed.

However, if a Nurse put in three requests and the Employer is unable to grant any of the three, (f) would then apply.

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# St. FX Nursing Society Professional Development Day ~ March 2, 2012

The future of the nursing students at St. Francis of Xavier University (St. FX) in Antigonish, Nova Scotia, is bound to be bright. When surveyed on what types of social activities the St. FX Nursing Society would like to see in the upcoming year, the student nurses put professional development at the top of their list.

Capitalizing on this direction provided by the membership, with the help of the School of Nursing, the St. FX Nursing Society held a very successful Professional Development day titled *The Realities of Nursing in the 21st Century: Bridging Theory to Practice*.

President of the St. FX Nursing Society, 4th year student Laura Jean Gregory, hoped to provide students with an alternative learning experience that could help broaden their understanding of the nursing profession and what challenges they will face once they have graduated.

"We wanted a day to bring together all the students, first, second, third and fourth years, and demonstrate to nursing leaders our commitment to skills enhancement," said Laura Jean.

Working with 3rd year student and vice president of the Nursing Society, Laura Cockshutt, the duo put together a broad list of registered nurses such as Tilda Shalof, Elizabeth McGibbon and Daphne Connolly, to speak on a variety of emerging trends they will experience once they themselves transition into the role of registered nurse.

## Trends affecting nursing in Nova Scotia

Nova Scotia Nurses' Union president, Janet Hazelton attended the event and took the opportunity to speak to the students about issues currently facing nurses, namely, the



*NSNU President, Janet Hazelton, speaking to the St. FX Nursing Society on issues affecting nurses in Nova Scotia.*

implementation of the Collaborative Care Model in all practice settings.

Janet spoke frankly to the students on the changing role of the registered nurse, sharing the opinions of nurses from across the province on this new collaborative model and the possible implications it could have on your nursing license.

"With the emergence of the collaborative model, nurses must be diligent in making sure their professional scope of practice is maintained," said Janet.

With the introduction of varying levels of health care professionals into a collaborative setting, Janet reminded the students that they must protect their educational investment when working with unlicensed professionals, such as paramedics and care assistants.

"When you as a nurse delegate something to a paramedic in a Collaborative Emergency Centre (CEC), such as administering a drug through IV, you are ultimately responsible for that being done correctly."

"You own that situation because you are the one with a license to practice," said Janet.

This was meant as a reminder to the students that as practicing nurses in professional settings, RNs cannot give up RN tasks by delegating them to unlicensed coworkers.

Having come from a meeting in a CEC in Tatamagouche with Deputy Minister of the Department of Health and Wellness, Kevin McNamara, Janet was able to deliver some positive news that the Deputy Minister had committed to exploring the nurse-nurse model in collaborative settings because of the strong advocacy efforts of the NSNU.

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## The importance of identity in a professional setting

Connecting the importance of the nursing license with the RN / LPN scope of practice, Janet informed the students about the implementation of the distinctive white and black uniform, a new policy which was welcomed by a majority of students according to the president and vice president of the St. FX Nursing Society.

“We wear uniforms now and the patients at St. Martha’s tell us all the time how easy it is to identify us,” said Laura Jean.

“For me, it’s an honour to put on a uniform and know that as a nurse, I’m the only one who gets to wear it.

“We worked hard for the moment to finally be recognized as a nurse; a lot of time and money has gone into our education, and it is a privilege in my opinion.”

Aside from pride of recognition, both student nurse leaders also recognize how the distinctive uniform can help them in their clinical placements.

“Sometimes there is a situation where you are not sure where your mentor is and there is an emergency that requires a nurse,” said vice president Laura. “It makes it easier for us when we can identify them immediately.”

Janet encouraged the student nurses to put forth the request to their professors to change their student uniform from white top/white pants, to match the NSNU colour selection of white and black.

“You are nurses, you are the future of nursing in Nova Scotia, and we want you to be recognized as a part of this profession from the very start,” says Janet.



*Organizers of the event, President (left) Laura Jean Gregory and Vice President (right) Laura Cockshutt of the St. Francis of Xavier Nurses Society.*

## Discussions excite and engage the students

When asked how they felt the event was received by the students, the Nursing Society leaders said they were pleased with the turnout and the impressive speeches that were delivered by their guests.

The president of the society said it was exciting to see so much engagement from the student nurses, demonstrating professionalism and critical thinking inside and outside of the classroom setting.

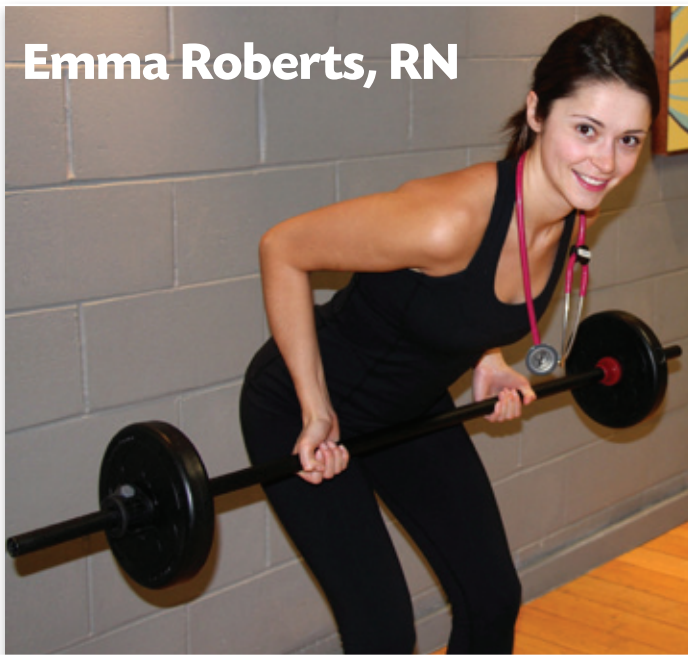
Laura Jean Gregory concluded events like this will encourage her fellow classmates to expand their thoughts and stay current with new developments in the profession.

Speaking on the range of topics and experience as nurses, both president and vice president agreed that hearing from the guest speakers will encourage new nurses to ask tough questions, improve their professional competence and commit to becoming lifelong learners.

“These nurses are so passionate about their work,” said Laura Jean. “It makes us excited to start our careers – to maintain, develop and increase our knowledge as nurses.”



# Nurse Profile ~ Healthy Body, Healthy Mind



**Emma Roberts, RN**

Emma Roberts started her career as a registered nurse in November 2012 after graduating from the fast track Bachelor of Nursing Program at the University of Calgary. Upon returning to Nova Scotia, Emma learned how to balance her love of healthy living with her new found role as a RN at the Dartmouth General Hospital.

Emma's decision to become a nurse happened after finishing her first degree, a Bachelor of Science from Dalhousie University in Health Promotion.

"I like the idea of being hands on and working directly with patients," said Emma. "I knew I would be able to incorporate health promotion (primary prevention) into a nursing career; I really liked the idea of helping people get better."

Emma knows she made the right career choice in nursing – something that keeps her on her toes every shift.

"The technical skills remain the same, but every day is different and I really enjoy the diversity," said Emma. "Patients' conditions change rapidly; they are fine one minute and can deteriorate the next. Each situation is different and it demands that you stay sharp and alert."

Being prepared to handle any situation is an innate function of a nurse. As many nurses know, the stresses of nursing can often take a toll on your mind and body.

Emma, a fitness fanatic who always incorporated exercise into her schedule, knew that keeping her mind and body strong through physical activity would be an important factor in her nursing career. As an advocate of healthy living, Emma took her passion one step further when she decided to become a Group Exercise Instructor with GoodLife Fitness.

"I had been attending group exercise classes for about five years, often planning my week's schedule around what classes I wanted to attend. I loved having an instructor push me beyond my normal limits. Then I thought to myself one day, I bet I could do this. I thought it would be a great way to stay in shape, have fun and another way (similar to nursing) to make a difference in people's lives."

This young nurse began her fitness instructor career with a strength training group exercise class called BodyPump. Emma then decided to take on the challenge of another discipline, a cardio class called BodyAttack.

Emma feels very strongly about finding the balance between her two careers. Currently working in a casual position at the DGH on two units – Medical Palliative Care and Cardiac Care – Emma is able to teach up to 6 classes per week, in addition to her nursing shifts.

"Many patients in my units are very ill and this can be very emotionally draining, but I find having my fitness classes to look forward to after a hard shift is very rewarding and motivating."

Emma says there are a lot of similarities between her two careers, which makes it easy switching back and forth between the roles. She uses knowledge and experience from both careers on a daily basis. Nursing is a physical career and the benefits of exercising help her to perform to the best of her ability when she is in the hospital.

"I know it helps with my stamina – I can work a 12 hour shift (day or night) and I may be mentally/emotionally tired by the end, but physically my body is fine. It also helps with my sleep-wake cycle. Working both day and night shifts can be very challenging on the body but I find exercise always helps me get back to normal."

Even when the demands of work, family and friends are on the rise, Emma never considers putting exercise on

*continued...*

the back burner because she knows how much her body needs it. Emma says being both a nurse and a fitness instructor, she practices what she preaches when it comes to educating patients and class participants on healthy living and positive changes in their lives.

“I am promoting health as a nurse and as a fitness instructor. I am helping people get better (in both roles,) and get better control of their lives. It’s nice to know I am making a difference – every class as an instructor, and every shift as a nurse.”

Emma notes that not only does she see a difference in the lives of people she teaches at the gym, and provides care for at the hospital, she says working in both roles has helped her lead a fulfilling life.

“Teaching fitness, and exercise in general, makes me as a person and as a nurse, more positive and balanced; I am so fortunate to have two jobs that I am passionate about and that are so rewarding.”

## Distinctive Uniforms – Process Update

On March 30, representatives from the NSNU, Maritime Textiles, Belmac Uniforms of Cape Breton and a representative of the Capital District Health Authority procurement office met to discuss the process of outfitting NSNU acute care members across the province in the new distinctive uniform.

High on the agenda for the meeting was the issue of style selection which was addressed by both uniform suppliers in a very positive and encouraging manner. Both suppliers presented a myriad of stylish and versatile options that will be available for the 2012 site visits which are tentatively scheduled to begin in late May to early June. The new options, which will complement the original style-sample set, were selected based on member feedback provided to the suppliers and the NSNU.



The NSNU is very happy to report that many of the new looks are fashion-forward and available in comfortable stretch or brushed fabrics that are also practical.

The NSNU is hopeful that members will see improvements to the change areas at work sites and ordering process, easier access to information and opportunities for feedback, as well as a more coordinated effort between the employers, suppliers and the Nurses’ Union.

The suppliers will be exhibiting the new styles at the Annual General Meeting in Truro from May 14 to 17 including accessories that can be purchased to personalize your look. The NSNU plans to create an online video that will feature the new designs which will be posted on our site ([www.nsnu.ca](http://www.nsnu.ca)) in late May.

Things to look for:

- More styles for men
- New fabrics
- More pant options (styles, fabrics, waistbands, zippers, pockets, inseams)
- More lab coat styles (shorter, longer, fashionable detailing)
- More styles to accommodate varying body types
- More warm up jacket (styles, fabrics, patterns)
- And more brand names (Grey’s Anatomy, Mobb, Koi, New Balance, NRG and ICU from Barco)

# Wellness in Healthcare- Not Just for the Patients!



We hear a lot about the challenges facing our healthcare system today, and we hear about the need to protect patient care. I have to say that, having grown up with significant chronic illnesses in my family and spending a lot of time with family involved in the healthcare system, I totally agree!

However, that is not the end of the story.

What about our healthcare workers who are trying to deliver these services under the increasing strain of cutbacks and reorganization? In particular, **what about our nurses?** They are the “front line” of healthcare delivery – they need to meet the needs of the patients (their clients) in a compassionate yet efficient way, and they need to meet the needs of their employer (whether in acute care, community care, etc.) while under competing pressures, often being expected to do more with less, and spending a large amount of time on non-nursing-related duties. And, paradoxically, we understand that this strain placed on our nurses is, in some cases, compromising patient care!

Our nurses are under incredible strain and, as a **“Whole-Life” Wellness Coach & Navigator**,

I know that this strain is not isolated to the Professional segment of their **“Wellness Wheel”**.

*“Whole-Life Wellness” Wheel*



What is required is a **“whole-life” approach to Wellness** which addresses the person – in this case, the nurse – as a WHOLE person, helping her identify what would support her Wellness in the different areas of her Wellness Wheel, thereby helping her achieve greater “Whole-Life Wellness”! By supporting our nurses – and helping them to create and maintain greater total Wellness – we are helping them maximize their resources to deal with the ever-changing demands of our modern healthcare environment, and setting ourselves up for a brighter and HEALTHIER future!

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Submitted by:

Gail Godreau (MBA, CCP), Wellness Coach & Navigator

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**Gail Godreau** uses her passion for Wellness, her family experience with various chronic diseases, and her business and coaching background to help create what she calls “chronic wellness”. Her mission is to empower individuals and organizations to take greater personal ownership of their total wellness and to integrate the pieces of their lives using strategies that make “whole-life” wellness more simple, practical, and accessible.

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