

# Oncology Nursing Program Newsletter



## Working collaboratively to Advance Cancer Control through Excellence in Oncology Nursing

Earlier this year we held the annual Oncology Nursing Program Committee (ONPC) in-person meeting with all the collaborators in cancer programs, community hospitals and agencies in Ontario. The purpose of the meeting was to review and refine the goals, objectives and plan for the next three years. The two Communities of Practice, Advanced Practice Nursing and Research (COP-APN, COP-Research) had opportunity to meet the same day to determine their activities and plans. Hosting the three significant groups working in Ontario provided the members with knowledge and understanding of the shared responsibilities and activities.

There are two long-term goals established by ONPC:

- Increasing patient safety in the delivery of cancer treatment
- Improving the patient experience by building nursing capacity and access to oncology nurses.

From the two long-term goals, the group agreed upon several medium to short term goals:

- Improving the delivery of systemic therapy to ensure safe, effective patient-centered care in partnership with the CCO Systemic Treatment Program.
- Broadening the development and use of guidelines and patient-focused disease pathway management.
- Planning for nursing human resources in the cancer system.

Examining and implementing nursing models to meet patient needs.

There are a number of complex work streams that have been occurring over the past year, that guided our decision-making in the development of the work plans:

- The introduction of a framework for disease pathway management, the first focus on colorectal cancer.
- The Ontario Cancer Symptom Management Collaborative

(OCSMC) with targeted aims to achieve in each region to improve the patient symptom experience.

- Planning for systemic treatment health human resources and designing a model of care to meet future demand.
- Research on improving the safety of ambulatory intravenous chemotherapy.
- Chemotherapy suite resource intensity weighting.
- The establishment of the deSouza Institute for knowledge transfer and capacity building in oncology nursing in Ontario.

By incorporating the current activities; projecting the issues to improving the patient journey; and working with the COPs, the Oncology Nursing Program Committee will be able to define deliverables and measures required for the next three years.

*Esther Green*

*Provincial Head, Cancer Care Ontario*

## Oncology Nursing Program Committee Update

The Oncology Nursing Program Committee had its face-to-face meeting on February 25th. The group had several presentations including an overview of the Ontario Cancer Plan 2008—2011, Disease Pathway Management Initiative, the de Souza Institute, an APN Perspective of the Colorectal Disease Pathway Manage-

ment Initiative, the Ontario Cancer Symptom Management Collaborative, Planning for Systemic Therapy Health Human Resources, Improving Safety of Ambulatory IV Chemotherapy in Canada, Staff Time and Resource Management in Systemic Treatment and Nursing Models by Jennifer Wiernikowski. These presentations helped set the stage

for formulating goals and objectives for the group. The day was a great success. Monthly teleconference meetings continue on the 4th Wednesday of the month. Next meeting is scheduled for Wednesday, May 27th, 2009. For more information contact:

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# The de Souza Institute

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The de Souza Institute, a province-wide program dedicated to providing Ontarians with the world's best cancer nursing care is up and running and recently invested \$100,000 in all **Regional Cancer Care Centers** to improve information technology and a space for nurses to learn.

The Institute is the first of its kind in Canada, and its mandate is to develop and provide innovative education and mentorship programs for oncology nurses in a virtual centre. Information technology tools will enable the Institute to reach out into every corner of the province to provide a mix of classes using tele-health and other e-learning methods.

Oncology nurses are the front-line of patient-centred cancer care and our goal is to make every cancer nurse in Ontario a de Souza nurse. De Souza programs will also be offered to nurses working outside cancer centers who see oncology patients and to nurses based in community health centres. This will be achieved by building the specialized skills, lifelong learning and strategies every nurse can use to improve patient and family cancer care across Ontario. We will also focus on helping nurses improve the balance in their own lives to avoid professional burnout.

The first group of de Souza nurses are already hard at work with more than 150 enrolled and preparing to take the Canadian Nursing Association (CNA) certification exam in oncology nursing or palliative care this spring. The CNA exam is open to all nurses and includes topics ranging from symptom management, knowledge of specific cancers, psychosocial and spiritual care.

The de Souza Institute course planning is underway and will focus on areas with known knowledge gaps including, grief management, genetics, psychosocial oncology and chemo-

therapy standardization.

Enhanced educational opportunities will foster oncology nursing excellence. The IT support from the de Souza Institute will support continuing education models so that our nurses can participate in world class education without having to leave their community. Other courses being developed will build on skills and knowledge including, courses on the emotional care of cancer patients and their families, cancer genetics and pain assessment and management. Some courses will involve multi-modal approaches, including distance learning combined with face to face educational approaches to further integration of evidence-based knowledge, such as a course on standardization of Chemotherapy delivery being launched in June 2009.

Premier Dalton McGuinty launched the de Souza Institute in May 2008 by announcing



\$15 million of provincial funding over five years. The Institute is named after Anna Maria de Souza, the founder of the Brazilian Ball, an event which has raised millions of dollars for philanthropic causes, including oncology nursing at Princess Margaret Hospital, where she died in 2007.

The de Souza Scholarship was also launched in 2009. A total of 31 graduate level scholarships were given based on peer-review and ratings among a total of over 40 applicants studying at the Masters degree or PhD levels. Recipients were evaluated on scholarship, university transcripts and a testimonial as to how their

graduate degree would contribute to or enhance their work in the fields relating to oncology practice or palliative care

## About the de Souza Institute

The de Souza Institute is a knowledge-transfer centre for oncology nursing at Princess Margaret Hospital. Established in May 2008 with a \$15 million funding boost from the Nursing Secretariat of the Ministry of Health and Long-Term Care, the Institute's steering committee includes members from Princess Margaret Hospital, University Health Network, Cancer Care Ontario, University of Toronto and McMaster University who ensure nurses provide the best cancer care to Ontarians. For more information, contact Susan Clarke at 416-340-6269 or visit <http://www.desouzastudy.com/>

Stay tuned for additional Train the Trainer workshops being planned for courses on sexual health in cancer, mentorship and a graduate monthly seminar focusing on professional development and career planning and research.

It doesn't matter whether you are a nurse in a specialized cancer centre, a general hospital, or a visiting nurse in a northern community nurse - all nurses throughout Ontario are eligible to participate in our programs. Our website will be up and running soon and will outline all of our exciting new programs and opportunities.

Mary Jane Espfen, PhD, RN

Director, de Souza Institute, Toronto

CIHR Scientist and Associate Professor,

University of Toronto/ University Health Network

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## The de Souza Institute Website Launches

Recently, the de Souza Institute launched its inaugural website: [www.desouzanurse.ca](http://www.desouzanurse.ca).

This was an exciting accomplishment, as this is now our primary method of sharing the vision, mission, and strategy of the Institute. The aim of the website is to provide information on workshops, courses, and programs developed and supported by the de Souza Institute. We hope that the site provides visitors with a clear picture of the multitude of support that they can receive as they work to advance their nursing career in oncology.

The website will be continuously updated with new information, courses and programs; visitors are encouraged to check back frequently. Each program featured on the site will also provide a direct e-mail link to the course lead in order to provide further information and answer any questions, if necessary.

We are in the process of developing resources that will support oncology nurses throughout all stages of their career. In the meantime, we have provided a section on important links that will help oncology and

hospice palliative care nurses in their academic studies, professional development and continued education. Our Institute's website also features biographical information of staff and steering committee members, and a history and background on how the Institute was formed. Please bookmark our site and check back frequently! Visit:

[www.desouzanurse.ca](http://www.desouzanurse.ca)

# Oncology Advanced Practice Nursing—Centre for Excellence

On April 28 over 150 invited guests celebrated the launch of the Canadian Centre of Excellence in Oncology Advanced Practice Nursing (OAPN) at the Juravinski Cancer Centre. Welcome remarks were provided from Bill Evans, President and Nancy Fram, Chief Nurse Executive. Representatives from MOHLTC, CANO, CNA, Cancer Care Ontario, McMaster University and Amgen were on hand to express their support and excitement for this leading-edge initiative that will improve the health of Canadians at risk for or affected by cancer through the optimal development and implementation of oncology APN roles.

Research has shown that oncology APN roles have a significant impact on improving patient and health systems outcomes, increasing satisfaction with care, and lowering costs due to fewer hospitalizations and shorter lengths of stay. Under the leadership of founder and Director Dr. Denise Bryant-Lukosius, with core funding from Amgen, OAPN will provide a comprehensive, integrated national program to sustain long-term leading-edge initiatives in oncology APN research and education. This goal will be achieved through the following objectives:

- Establishing a national and international hub of oncology APNs, clinicians, educators, researchers, managers and policy makers.
- Increasing capacity to conduct oncology APN-related research.
- Conducting research in three priority areas: clinical oncology APN interventions, new models of cancer control that include oncology APN and/or other advanced health provider roles, and building capacity to develop, implement and utilize effective oncology APN roles.



- Providing education and mentorship opportunities to support development, recruitment and retention of oncology APNs.
- Promoting evidence-based oncology nursing practice through the development of practice guidelines and knowledge transfer activities.
- Increasing awareness and understanding of oncology APN roles.

An international team of senior scientists will provide leadership in launching OAPN re-

search initiatives. Joining Dr. Bryant-Lukosius on this team are Dr. Sanchia Aranda, Director of Cancer Nursing Research at Peter MacCallum Cancer Centre and Head, School of Nursing at the University of Melbourne; Dr. Jessica Corner, Professor of Cancer and Palliative Care and Deputy Head of the University of Southampton's School of Nursing and Midwifery; Dr. Greta Cummings, Associate Professor, Faculty of Nursing at the University of Alberta and principal investigator of the *Connecting Leadership Education & Research (CLEAR)* Outcomes Program; and Dr. Debra Bakker, Professor, School of Nursing at Laurentian University.

Over the next three years, OAPN will work to establish new strategic partnerships, identify and pursue oncology APN research priorities, and develop a graduate oncology curriculum. OAPN will also grow existing oncology APN initiatives such as the Ontario Oncology APN e-Mentorship Program, the Evidence-based Nursing Practice Workshop, and the PEPPA Project. For more information about these initiatives, visit [www.cancercare.on.ca](http://www.cancercare.on.ca).

For more information about OAPN and to inquire about research directions, contact Simone Saunders, OAPN Program Coordinator, at 905-387-9711 ext.67701 or email [oapn@jcc.hhsc.ca](mailto:oapn@jcc.hhsc.ca).

## Oncology Nursing Research Community of Practice

The Oncology Nursing Community of Practice-Research (CoP-R) was established in 2005 and is comprised of people who are engaged in oncology nursing research, are interested in this area of research, and/or are from regional cancer programs. Members include clinicians, organizational practice leaders, educators, and researchers who are geographically dispersed across Ontario. The members work together in a non-hierarchical structure that is founded in sharing, trust, and commitment. The only requirement for membership is an interest in research. Our purpose is to advance oncology nursing in Ontario by: i) providing leadership in setting an agenda for oncology nursing; ii) sharing knowledge and expertise through partnerships, mentoring, and networking; iii) implementing multi-site research activities; and iv) promoting knowledge transfer through links with other oncology nursing stakeholders. The group teleconferences 5-6 times/year and recently held a face-to-face meeting in Toronto.

A broad definition of research is used that

reflects the implementation of research studies and other activities including the exchange of ideas, learning about research methodologies, evaluating research studies, and knowledge brokering. While conducting research studies as a group is not a main focus, the Pan-Canadian Oncology Symptom Triage and

*Communities of practice are groups of people who share a concern, a set of problems, or a passion about a topic, and who deepen their understanding and knowledge of this area by interacting on an ongoing basis.*

Remote Support (COSTaRS) is an important national collaborative project that includes members of the CoP-R and stems from earlier work done by the CoP to evaluate telephone oncology nursing practice in Ontario. The overall aim of COSTaRS is to improve quality and safety in the assessment, triage, and remote management of treatment related symptoms experienced by individuals with cancer who reside in the home setting. The three

phases of the project are: i) developing evidence informed guidelines, ii) a pilot study, and iii) a large scale implementation study. This funded project is well underway.

In late 2008 to early 2009, the CoP-R reaffirmed our aims via a membership survey and undertook a strategic planning process. We identified activities that reflect application of each aim and we are in the process of realizing our aims through activities such as generating a list of oncology nursing research across Ontario, and exploring the development of a newsletter. We currently are developing links with the CoP-ANP and look forward to future collaborations.

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# Clarifying the Advanced Oncology Nurse Role in Ontario

Advanced practice nursing (APN) roles have existed in Canada for over 40 years. However, because they are continuously evolving in response to changing patient and health system needs, they are not always well defined or understood by APN stakeholders including nurses, other health providers, administrators and policy makers. There has been tremendous growth in the introduction of oncology APNs for a variety of patient populations in community, ambulatory and acute care settings across Ontario. A recent study identified lack of role clarity among key stakeholders as a major barrier to the effective implementation of these roles (Bryant-Lukosius et al., 2007).

To address this issue, Cancer Care Ontario's (CCO) Oncology APN Community of Practice (APN-COP), established a working group to develop a provincial policy statement about these roles. Development of the document occurred over a two-year period and included a review of the national and international literature, two APN-COP consensus meetings and ratification by the APN-COP membership.

Further review and approval of the document was received from the Ontario Nursing Program Committee, Clinical Council and the Provincial Leadership Council at CCO.

The goal of the document is to promote the optimal utilization of oncology APN roles in the Ontario health care system, through improved stakeholder and employer understanding about the purpose and characteristics of these roles.

The document identifies and defines the two types of oncology APN roles recognized in Canada; the Clinical Nurse Specialist (CNS) and the Nurse Practitioner (NP). Educational preparation, role competencies, scope of practice and regulatory mechanisms are described and recommendations about role titling are provided. The unique contributions of both roles in the delivery of cancer services are also illustrated.

The document is available for download from the CCO website at:

<http://www.cancercare.on.ca/common/pages/UserFile.aspx?fileId=35441>

The APN-COP represents the largest group of

oncology and palliative care APNs in Canada with 80 members from over 25 agencies in Ontario. Their leadership and the extent of CNS and NP collaboration and consensus required to develop the role clarity position statement provides a model for APN implementation in oncology and other sectors.

The next steps for the position statement include review by the Canadian Association of Nurses in Oncology and further dissemination/uptake strategies to promote its use.

Bryant-Lukosius, D., Green E., Fitch, M., Macartney, G., Robb-Blenderman, L., Bosomptra, K., McFarlane, S., DiCenso, A., Matthews, S. & Milne, H. (2007). A survey of oncology advanced practice roles in Ontario: Profile and predictors of job satisfaction. (2007). *Canadian Journal of Nursing Leadership*, 20(2), 50-68.



## PEPPA Project

Canada currently recognizes two types of Advanced Practice Nurses (APNs): Clinical Nurse Specialists and Nurse Practitioners. There are over 100 oncology APNs in Ontario presently working in a variety of practice settings.<sup>1</sup>

Oncology APNs enhance nursing practice and care delivery through the integration of knowledge and skills across five role dimensions, including: direct clinical care, research, education, organizational leadership and professional and scholarly development.<sup>2</sup>

While there is substantial evidence supporting the effectiveness of APN roles on patient, provider and health systems outcomes, the cancer control system has yet to exploit the full potential of APN roles in the design and delivery of cancer services that best meet the needs of patients and families. In addition to this underutilization of APN skills, research shows an impending demand for at least 150 new oncology APNs over the next five years – more than double the current oncology APN labour force in Ontario.<sup>2,3,4</sup>

The lack of understanding about oncology APN roles combined with the projected

demand for care has resulted in unanimous recognition amongst key health care stakeholders that tools and resources are needed in order to plan for, recruit, implement and retain oncology APN roles more effectively.<sup>5,6</sup>

*Designing Innovative Cancer Services that include APN Roles: Toolkit* is a comprehensive guide based on the nine steps of the PEPPA Framework. PEPPA is the acronym for **P**articipatory **E**vidence-based **P**atient-focused **P**rocess for **A**dvanced Practice **N**ursing. The Toolkit guides health care planners, providers, administrators, managers, nursing leaders, APNs and policy makers from the point of defining their patient population and current model of care through defining a new model of care and implementing an APN role.<sup>7</sup>

The PEPPA Toolkit begins with an introduction to the PEPPA Framework and APN roles followed by a chapter on each of the following six PEPPA Steps:

1. Define population and describe current model of care
2. Identify stakeholders and recruit participants
3. Determine the need for a new model of

care

4. Identify priority problems and goals to improve the model of care
5. Define the new model of care and APN role
6. Plan Implementation

The Toolkit will also help users develop a business case and a budget for implementing an APN role – both of which are key to securing support and funding for the role. Additional benefits to working through the Toolkit are the activities and resources that will help you to prepare your organization for change and engage health care and community stakeholders in defining a new model of care.

The Toolkit was developed as a collaborative initiative involving Cancer Care Ontario, McMaster University, Laurentian University and the regional cancer centres in Sudbury and Hamilton.

For general information about the PEPPA Framework and Toolkit, visit [www.cancercare.on.ca](http://www.cancercare.on.ca). To request more information or a copy of the Toolkit, email [oapn@jcc.hhsc.ca](mailto:oapn@jcc.hhsc.ca) or call 905-387-9711 ext.67701.

## ONCOLOGY NURSING PROGRAM

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*Cancer Care Ontario is the provincial agency responsible for continually improving cancer services. As the government's cancer advisor, Cancer Care Ontario works to reduce the number of people diagnosed with cancer and make sure that patients receive better care every step of the way.*

## What's Happening in the Regions: Mentoring Interprofessional Primary Health Care Teams

Mentorships are supportive relationships to exchange knowledge, skills and experience.

Effective collaboration between primary health care nurse practitioners and family physicians is critical to the health of Ontarians. Family physicians and primary health care nurse practitioners are the first line of care for patients with advanced disease requiring palliative care. Most nurse practitioners and family physicians in Canada have received little or no formal training in either palliative care or collaborative practice. Recent funding from the 2008-09 Interprofessional Care, Education Fund, HealthForceOntario helps to support interprofessional collaboration between primary health care teams and palliative care specialists for the effective care of people with advanced disease.

This project aims to support the efficient and coordinated delivery of palliative care by

building on established regional relationship; increasing capacity between interprofessional primary health care teams (mentees) and palliative care specialists (mentors) locally and regionally; and developing competencies in palliative care knowledge/practice and collaborative practice. The need to improve the quality of palliative and end-of-life care has been identified as a priority for the province of Ontario. This project will result in increased patient-centred care, improved access to palliative care services and create a more seamless approach to palliative care delivery.

Cancer Care Ontario is working in partnership with Queen's University, Hôpital Régional de Sudbury - Regional Hospital Cancer Program, London Regional Cancer Centre, Erie St. Clair Regional Cancer Program, Grand River Regional Cancer Centre and

the Nurse Practitioners' Association of Ontario.

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## Web 2.0 Pilot Community—Cancer Care Ontario



Dr. Sheldon Fine, Regional Vice President, Cancer Care Ontario asks:

“Are our emergency physicians too slow in processing patients (think of Lucy and the chocolate factory—if you're old enough)? Are our in-patient stays too long? Are inappropriate patients being admitted? Is the hospital too small for the community it serves? Are there other possibilities?”

And Michael Carter, Director, Centre for Research in Healthcare Engineering says:

“Let's begin our hunt for waste at the beginning and talk about waste from over-capacity

and over-staffing.... I know what you're thinking. There is no over-capacity or over-staffing in *my* department. We're run off our feet. At first glance, it probably appears that way ...”

The Web 2.0 Pilot Community is an online community dedicated to process improvement in the Ontario Cancer System.

To join the online community and discussion, please visit: <http://www.pi-cco.ca/blogs>