

# de Souza Institute Educational Activities Annual Report

April 2015 - March 2016



[support@desouzainstitute.com](mailto:support@desouzainstitute.com)



(416) 581-7887



de Souza Institute



@desouzainst

## Executive Summary

Cancer is the leading cause of premature death in Ontario and the province's number one health problem. Cancer incidence is increasing, particularly with an aging population (Canadian Cancer Society, 2015). At the same time, cancer care has become increasingly complex with advances in diagnostics, treatments and survivorship care, as well as the need to incorporate new models of palliative care.

Nurses in Ontario, having primarily received generalist training, were ill-equipped to provide optimal oncology care. While there was a national exam to support specialization in oncology or palliative care, less than 25% of nurses in cancer centres in Ontario completed the exam prior to 2008. Thus, there was urgent need to increase the number of specialized oncology nurses in order to ensure safe, high-quality patient-centered care as close to home as possible.

In 2008, to address this need, the Ministry of Health and Long Term Care (MOHLTC) provided University Health Network (UHN) and Cancer Care Ontario (CCO) funding to create the de Souza Institute. With this funding, UHN in partnership with CCO established a state-of-the-art, innovative Centre to develop and deliver on-site and on-line, high quality, standardized oncology and palliative care courses to front line oncology nurses from across Ontario, at no cost to them or their hospital as required by the MOHLTC. Courses such as the chemotherapy and biotherapy are now mandated by Cancer Care Ontario for all nurses working in chemotherapy clinics. During the first five years (2008-2013), as per the funding agreement, all courses offered by the Institute were free. The Institute was NOT allowed to generate revenue, and any unused funds were returned back to MOHLTC.

In April 2013, a new funding agreement was signed with the MOHLTC. The purpose of this agreement was to improve and expand on the existing program to a broader nursing workforce in primary care, home care and long term care, and to other healthcare professionals. This required the development of a new business model to increase non-MOHLTC funding. Effort towards the new funding model includes contracts with healthcare centres, Foundation fundraising, and shifting the cost of oncology nurse education and certification from the de Souza Institute to the hospitals, who would have to pay course and certification fees. To reflect this new business model and movement toward self-sustainability, the funding from the MOHLTC was reduced from \$3 M in 2012/13 to \$1 M in 2015/16.

## Achievements to Date

- Delivered evidence-based, cost-effective, timely and clinically relevant oncology and palliative care education to more than 8,600 healthcare professionals. An example of this is the Chemotherapy and Biotherapy course. We estimate it would have cost the hospitals three times more to deliver the course on their own.
- Developed a state-of-the-art, innovative infrastructure to deliver 35 on-site and on-line courses.
- Supported 1,000 oncology nurses to obtain national certification in oncology and palliative care.
- Increased the number of certified oncology nurses in Ontario by 80% since 2008 resulting in Ontario having more certified nurses than all other provinces combined.
- Reached not only specialized oncology nurses in cancer centres but also general nurses and other healthcare professionals in community hospitals, primary care, home care and long term care across all 14 Local Health Integration Networks (LHINs).



## Introduction

This is the year III report (2015/16) of a 3-year MOHLTC funding agreement, following an annual reduction of Ministry of Health and Long-Term Care (MOHLTC) funding from \$3.0 million in 2012/13 to \$1.0 million in 2015-16. de Souza Institute is tasked, over these three years, to maintain its growth while developing a comprehensive sustainability strategy.

In keeping with the funding letter, here are the year III priorities and deliverables:

### Priorities:

- Based on the revenue generation outcome from the first two years, further establish mechanisms for sustainability and determine the Institute's capacity to support its operation independently;
- Transfer educational products and support tools to cancer centres to further standardize new graduates' orientation and staff lifelong CE learning.

### Targets:

- 5,000 nurses will continue to receive de Souza support;
- Expanding to other healthcare professionals;
- Pending on revenue generation outcome, de Souza will continue to address the educational support needs of clinicians across cancer care continuum and promote transdisciplinary care.

### Strategies:

- Ongoing learning/mentorship support will be provided for career growth and for clinical consultations for nurses and other healthcare professionals;
- Sustainability strategies, including national and international collaborations will be implemented.

## Results

Using its innovative online platform, the de Souza Institute led the standardization and transformation of professional continuing education in oncology and palliative care in Ontario and supported the government's goal of improving quality of care across the province. de Souza education is interprofessional, dynamic, and predicated on the latest, best research from the cancer care experts from around the world.

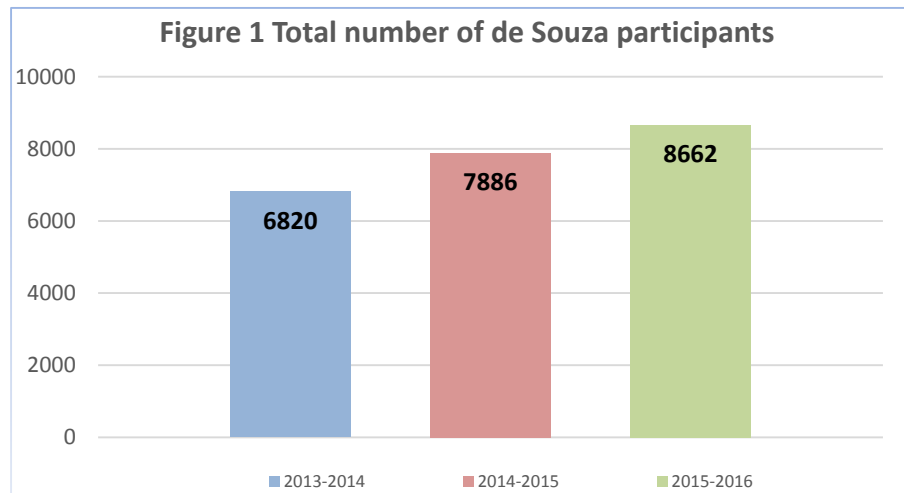
95% of de Souza courses are online. Each and every one of these courses is up to date - using the latest CCO guidelines and best practices from leading cancer experts in Canada and around the world. This ensures that all de Souza trained professionals are equipped with up-to-the-minute knowledge and skills from the most ground-breaking research available.

By the yearend, the institute has achieved and surpassed all deliverables outlined in the MOHLTC 3-year funding agreement. Details of the achievements to date are provided below.

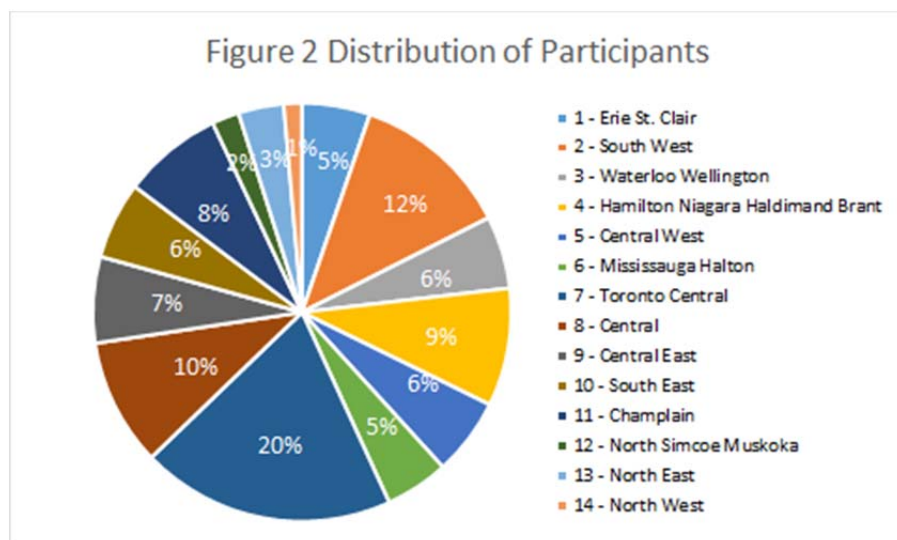


## The de Souza Institute sets the standard for oncology and palliative care

Since 2013, the number of healthcare professionals enrolled in de Souza training continues to increase, reaching 8,600 learners in 2015/16 (170% of the target of 5,000 learners) (figure 1).



These learners, generalists and specialized oncology clinicians, came from direct point of care across all 14 LHINs (figure 2). Through competency-based de Souza standard training program, they now have the skills, confidence, and acumen to provide high quality care for their patients, in hospitals and communities across the province.



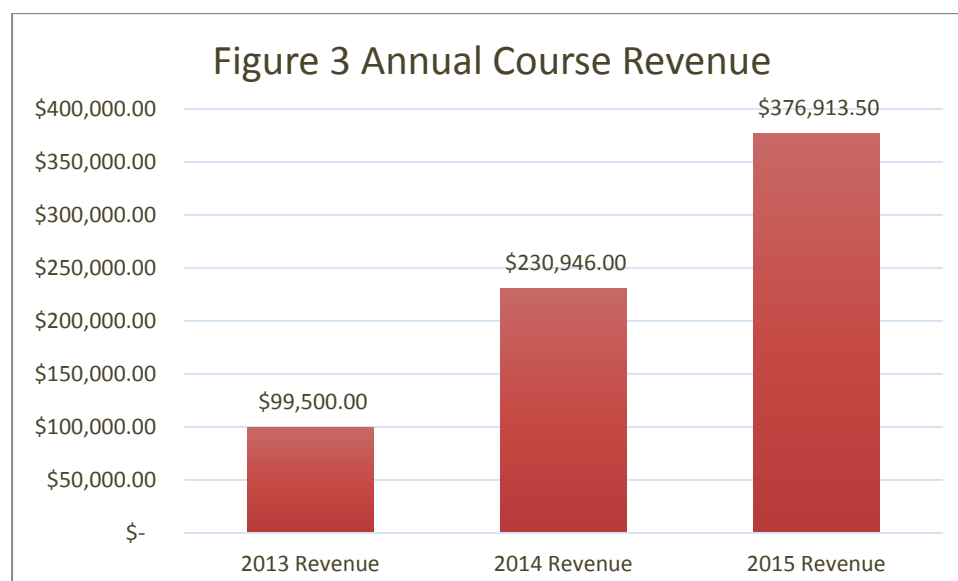
## High quality education for the entire workforce

- A total of 147 of RPNs have been enrolled since 2013 (*300% of the target of 50*)
- de Souza Institute's standardized chemotherapy and biotherapy training is now **mandated** across regional systemic therapy programs and an annual maintenance course completion was added to the requirements in 2015. With more than 2,500 registered nurses in participation, mentored by 30 de Souza trained facilitators, the institute is making a significant contribution to the quality and performance of cancer care system in Ontario (*on target*). Based on the Cancer Care Ontario quality of care indicator, in December 2015, 86% of nurses in chemotherapy clinics across Ontario have completed the de Souza training.
- Leading nursing practice, 190 Advanced Practice Nurses have actively participated in de Souza courses. The graduate diploma in advanced Practice Oncology/Palliative Care - a collaboration between de Souza Institute and the University of Windsor – was launched in 2014/15, with 18 graduate students enrolled. A second cohort started in fall 2015 (*on target*).
- An **interdisciplinary** education framework has been developed promoting team based care and shared competencies in all care settings. A total of 138 physicians and allied healthcare professionals, including social workers, pharmacist, psychologists, OT/PT, spiritual care have enrolled in various de Souza courses (*276% of the target of 50 other regulated professionals*). In support of home care, 32 personal support workers received training on patient teaching and education.

150 nurses are on their way to reach the “de Souza Nurse” designation which is recognized by healthcare leaders and public at large as a new standard of oncology nursing. Employers are now requiring de Souza learning pathway completion in postings of new positions.

## Revenues, partnerships and sustainability

**Revenues:** The Institute's annual course revenue continues to increase, reaching \$376,913 in total in this fiscal - an increase of \$140,000 from the previous year (Figure 3).



- Working closely with Cancer Care Ontario and 14 regional cancer centres, the institute offers a full roster of online courses across a broad range of disciplines and conditions to ensure that every patient is getting the same standard of care, regardless of the geographic location. The institute has increasingly being approached by national organizations for partnership and collaboration.

Contracts: In this fiscal year, \$350,000 worth of contract work has been completed. This includes:

- \$100,000 from the Canadian Virtual Hospice to develop two online programs;
- \$90,000 from the Canadian Partnership Against Cancer to develop Return to Work online tools and resources;
- \$140,000 contract for the Cancer Chat Canada online support groups for patients, funded by the Canadian Partnership Against Cancer, and
- \$20,000 to support Cancer Care Ontario's various training programs.

Discussion are in the final stage with leaders in the Health Professions Strategy and Practice branch, Alberta Health Services, to offer a province-wide oncology training program to nurses in Alberta from 2016-2018.

We are already offering the standardized chemotherapy and biotherapy maintenance course for nurses across British Columbia, through BC Cancer Agency. Saskatchewan, Manitoba and Nova Scotia have requested our course calendar for potential collaboration and for a standardized and provincial approach to support nurses in their respective provinces.

Partnerships: We have successfully established national partnerships with the following organizations:

- The Canadian Nurses Association (CNA)
- The Canadian Association of Nurses in Oncology (CANO) and
- The Canadian Association of Psychosocial Oncology (CAPO)

Though these partnerships, the Institute is able to expand and support clinicians across Canada. The 2016 national partnership deliverables include:

- A national strategy towards increased CNA certification exam participation.
- Offering the Interprofessional Psychosocial Oncology Distance Education (IPODE) courses in the area of *Introduction to Theory and Practice; Families in Oncology and Palliative Care; Sexual Health and Sexual Counselling*.

The announcement of these partnerships and the joint projects are described in the appendices section attached to this report.

Donations/sponsorship: Annual fund raising is led by the de Souza Institute Cabinet, under the Toronto General/Toronto Western Hospital Foundation. The target is to raise between 2 to 3 million funds over five years.

Partnered with the University Health Network (UHN) and Cancer Care Ontario (CCO), the Institute has fulfilled its vision to engage and educate multidisciplinary healthcare professionals with up-to-date, evidence-based and clinically relevant educational programs ensuring high quality cancer care services across urban, rural and remote areas. The Institute has become Ontario's knowledge translation agent, offering strong support towards health system transformation in Ontario.

## **Moving towards Self-Sustainability**

With a strong brand recognized for providing high quality, cost-effective, standardized training for Ontario nurses and other healthcare professionals, the de Souza Institute is ready to further expand into a wider market in order to increase revenue and become self-sustaining. Over the next five years, we are aiming to build sustainability and achieve the following:

### Increase Courses and Products

- Double the number of course offerings of the top five income generating oncology and palliative courses either mandated by CCO or required for new nurses working in oncology or palliative care.
- Provide tailored packages with multi-course bundles for community and small rural hospitals.
- Group memberships and joint-marketing through partnership with other provincial and national organizations.
- New online products to support employers, for example, the return to work program.
- Tools and services to support cancer care delivery, for example, needs assessments and consultation services for direct care managers and decision makers.

### Expand into new Markets

- Expand further into community hospitals to allow them to meet their training needs at a lower cost.
- Expand to new learners in primary care, home care and long-term care, including RPN nurses, family physicians, and allied health professionals.
- Expand outside of Ontario and outside of Canada through partnerships with Canadian Nurses Association; Canadian Association of Psychosocial Oncology; Canadian Association of Nurses in Oncology and International Society of Nurses in Cancer Care.

### Revenue Generation

- Course and user fees.
- Contracts with provincial and federal funding agencies.
- Contracts with other healthcare organizations.
- Private donations through fundraising in collaboration with the Toronto General/Toronto Western Hospital Foundation.



## Conclusion

This annual report highlights de Souza's achievements in year III under the new funding model, as well as its efforts to date with revenue generation. A new multi-year sustainability funding proposal has been submitted to the Ministry of Health and Long Term Care to provide funding stability while the institute continues to build sustainability and growth. Strategies includes fostering strong relationships with the institute's new and existing partners and stakeholders, to provide high quality courses to healthcare professionals, and to become a 100% self-sustaining innovative educational program by 2018/19. We will continue to collect information on needs for educational support from frontline providers, patients and families and from decision makers, and to develop de Souza curriculum accordingly, in order to support a standardized, high performing cancer care system in Ontario and across Canada.





# de Souza Institute Annual Report Media Clips



April 2015 -

[http://documents.uhn.ca/sites/uhn/Princess\\_Margaret\\_Hospital/PMHCP\\_Newsletter/2015/April%202015%20News%20from%20the%20Princess%20Margaret%20Cancer%20Centre.pdf](http://documents.uhn.ca/sites/uhn/Princess_Margaret_Hospital/PMHCP_Newsletter/2015/April%202015%20News%20from%20the%20Princess%20Margaret%20Cancer%20Centre.pdf)



News from the Princess Margaret Cancer Centre  
Marnie Escaf & Mary Gospodarowicz



April 2015

### **Oncology Nursing Day Awards**

The theme of the 12<sup>th</sup> Annual Oncology Nursing Day on April 7 was “*People, Purpose, Passion*” – a perfect description of the amazing work our oncology nurses do every day throughout the cancer program. To mark the occasion, Pamela Savage, Director of Professional Practice, hosted an awards ceremony to recognize specialized oncology nurses in Education, Research, and Practice. An additional award was introduced this year to recognize a nurse new to oncology for contributions to nursing and enhancing the Patient Experience. Also recognized at the ceremony was Pat Cotman, our first RN to achieve de Souza Nurse designation, which was presented by Mary Jane Esplen, Director of the Institute.

Left photo: L to R: **Pamela Savage** with **Jessica Lam**, *Rising Star Oncology Nursing Award*; **Laura Mitchell**, *Excellence in Oncology Nursing Teaching/Preceptorship/Mentorship*; **Pat Cotman**, *de Souza Nurse Award*; **Jennifer Petronis**, *90/10 Professional Development Project Award*; **Bonnie Anderson**, *Essence of Oncology Rose Dean Award*. Right photo: **Pat Cotman** (L) with **Mary Jane Esplen**.



April 2015 - <http://www.bulletnewsniagara.ca/index.php?p=Sections&id=4252>

# bulletnews

niagara.ca

NHS nurse obtains prestigious de Souza designation



By Bullet News, Submitted by Niagara Health System

April 16, 2015



*Tammy Powell, a registered nurse at Niagara Health System's Walker Family Cancer Centre, has achieved one of the highest designation levels offered by the de Souza Institute. Photo courtesy NHS.*

ST. CATHARINES - A member of Niagara Health System's Oncology department is the first Niagara nurse to achieve one of the highest designation levels by de Souza Institute.

A leader in cancer care excellence, de Souza Institute provides ongoing educational support and career counselling to more than 6,000 oncology nurses across Ontario.

Tammy Powell, a registered nurse at Niagara Health System's Walker Family Cancer Centre, plays an important role in achieving the organization's main priority - safe and quality care.

"My patients hold a piece of my heart and I've had the opportunity to support them through their cancer journeys for 25 years now," said Powell. "People are diagnosed with cancer every day, and showing support, love and care can make their time that much easier. I am honoured to be able to provide the best quality care possible, by applying the advanced knowledge and expertise developed through de Souza Institute."

Powell received de Souza Nurse Associate level designation, an ideal designation for RNs and RPNs who care for patients living with or at risk of developing cancer.

“de Souza nurses are symbolic of oncology nursing excellence and we are proud to recognize Tammy as the first oncology nurse in Niagara to receive one of these unique designations from de Souza Institute,” said Dr. Mary Jane Espien, Director of de Souza Institute.

Powell first enrolled in a de Souza course in 2010, and through dedication, commitment and time management, she completed her last course in 2014. She plans to continue her education and work towards achieving the next level, which is a full de Souza Nurse Designation.

“Niagara patients are receiving high-quality cancer care by nurses who are dedicated and committed to our patients,” said Derek McNally, NHS’s Executive Vice-President of Clinical Services and Chief Nursing Executive. “This is the perfect time for us to thank these nurses for seeking ongoing educational development and striving towards excellence in oncology nursing. We are ecstatic to have nurses like Tammy on our team.”

For more information about the de Souza Institute and its courses, visit <http://www.desouzainstitute.com/>.



# THE REGISTERED PRACTICAL NURSING JOURNAL

*"Enhancing Professional  
Competency"*

A Quarterly Publication of the  
Registered Practical Nurses  
Association of Ontario



5025 Orbitor Drive, Building 4, Suite 200  
Mississauga, ON L4W 4Y5

Phone: 905.602.4664, ext. 221 or 222

Toll Free: 1.877.602.4664

Fax: 905.602.4666

Email: [membership@rpnao.org](mailto:membership@rpnao.org)

Web: [www.rpnao.org](http://www.rpnao.org)

**Publisher**  
RPNAO

**Editor-in-Chief**  
Warren Weeks

**Advertising**  
[info@rpnao.org](mailto:info@rpnao.org)

**Circulation Manager**

Rocio Lock | [rock@rpnao.org](mailto:rock@rpnao.org)

#### Contributors

Mary Jane Esplen, Dianne Martin,  
Anne McKenzie, Jill Scarrow,  
and Searle Schonewille,

**Creative/Art Direction/Digital Effects**  
Bill Dubs and Amitav Dash\*

For subscriptions (\$40 - 1yr; \$60 - 2yrs)  
call toll-free 1.877.602.4664

No part of this publication, in whole or in part,  
may be reproduced without written permission  
from the publisher. Editorials published in the  
RPN Journal do not necessarily reflect the views  
of the publisher. Information contained within  
RPNJ is believed to be accurate, but the publisher  
assumes no responsibility for errors. RPNJ will con-  
sider unsolicited, quality stories and pictures, but  
the publisher cannot assume any responsibility for  
the safe return of submitted material. Any submit-  
ted materials chosen for inclusion may be edited.

\*Services of these personnel provided by The Dubs  
& Dash Group ([www.d2-group.com](http://www.d2-group.com)).

International Serial Number: ISSN 1710-8454  
Publication Mail Agreement Number: 40032982

Return undeliverable Canadian addresses to  
RPNAO. For others, return mailing label only.

✶ Proudly Created and Printed in Canada

©Copyright 2015 by the RPNAO

[www.rpnao.org](http://www.rpnao.org)

WINTER 2015

8

**Cover & Page 6 (below):** Two RPNs talk  
about working in a paediatric hospice.  
Justin Van Leeuwen Photos

**Page 12 (below):** Dr. Mary Jane Esplen  
shares her thoughts on the challenges  
of providing optimal palliative care.  
Photo courtesy Mary Jane Esplen



5



6



11



12

## Departments

### 2 Executive Director's Message

Spotlight on Palliative Care  
by Dianne Martin

### 3 President's Message

Preparing for the Changes That Lie Ahead  
by Anne McKenzie

### 4 Worldwide Nursing News

Stories From Around the Globe on How &  
What Our Nursing Colleagues Are Doing

## Features

### 5 Patients First: Ontario's Next Phase

An RPNAO Policy Update  
by Searle Schonewille

### 6 'All We See Is Love'

First-Hand Stories From a Paediatric Hospice  
by Jill Scarrow

### 8 RPNAO to Launch Palliative Care Specialty Interest Group (SIG)

New SIG Reflects Ontario's Changing Focus  
by RPN Journal Staff

### 11 Compassion Fatigue

Coping With Palliative Care Burnout  
by RPN Journal Staff

### 12 Guest Column: *Palliative Care*

An Urgent Call for Nurses to Keep Pace  
by Dr. Mary Jane Esplen

Optimizing RPNs' professional practice for a healthier Ontario



# GUEST COLUMNIST

## The Urgent Need to Address Palliative Care

by Dr. Mary Jane Esplen



Optimal palliative care impacts the trajectory of a patient's and family's experience, including the opportunity for staying at home, their quality of life and place of death. Palliative care is much more than end-of-life care. Models of palliative care and the literature suggest the benefits of earlier introduction of a palliative care approach in the management of terminal illness, both in terms of clinical outcomes and quality of life.

Current health care systems are challenged to provide optimal palliative care, as there is a shortage of specialized health care providers and few palliative care settings. Therefore, palliative care must be provided across all health care settings, including acute care, emergency departments, long-term care, and specialized settings, such as in cancer agencies. Community nurses will also be required to provide palliative care services, as more than 50 per cent of patients with advanced illness prefer to be cared for and to die at home.

There are a number of barriers to providing quality palliative care,

especially earlier in an illness trajectory, including:

- The incongruence of palliative care philosophies with acute care models,
- Discomfort among health care providers and patients/families in approaching topics concerning palliative care,
- Lack of confidence and skill in conducting sensitive discussions around advance directives and end of life care, or in discussing the benefits and implications of opting for more treatment versus palliative care services, and
- A general overall lack of resources reserved for this phase of the patient journey.

Palliative care requires a complex set of skills and competencies. For example, the comprehension of pain pathways in the context of co-morbidities requires complex skill in assessment and evidence-based interventions. Symptoms, such as fatigue, dyspnea, delirium and alterations in appetite or bodily functions are persistent and challenging ones for health care providers with little specialized training to manage.

Second, nurses work in busy settings and need to respond to multiple demands with little time to consider the various options for pressing patient needs, so must employ time-sensitive judgment calls requiring a strong foundational set of skills. These pressures can undermine a nurse's confidence and lead to moral distress. Adding to the care provider's burden is one of the most challenging aspects of all. Complex physical care must be provided within an often highly emotionally-charged context, where the patient and family are expressing multiple concerns and fears around progressing illness and symptoms. Specific

issues include the wish to maintain the patient's dignity and quality of life or the careful consideration to withdraw a treatment as the patient nears end of life. The psychosocial aspects of palliative care require that nurses participate in, manage and even lead sensitive discussions for Advance Care Planning to effectively address symptom control and emotional distress. These areas of competencies include complex communication and assessment skills to monitor and manage varying levels and types of distress, including existential concerns, depression and hopelessness. While interventions exist to address feelings of hopelessness, depression and symptom distress, few health care providers are well-prepared to provide them.

Finally, nurses need to cope with and manage the impacts of grief and loss on their own sense of self and well-being. To date, few health care settings provide opportunities to attend to issues such as burn-out or compassion fatigue, nor employ specific protective strategies to manage it.

Unfortunately, many patients have inadequate symptom relief, coordination and psychological and social support. At the de Souza Institute, a Knowledge Translation Centre which has provided continuing educational support to more than 6,300 nurses across Ontario across working in a range of settings, similar patterns have been found. Key issues reported by nurses include difficulty in the assessment of pain among patients with varying levels of cognitive impairment or with other communication barriers. More than 60 per cent of nurse learners (many of whom have worked in nursing for several years) demonstrate knowledge deficits in managing

(cont'd on p.13)



(*Worldwide Nursing News; cont'd from p.4*)

### **Nursing students win innovation prize for health care app**

**SYDNEY, N.S.** — A new mobile app that allows patients to monitor for and prevent foot ulcers from the comfort of their own home has won a group of nursing students from Cape Breton University an innovation prize. The app

connects diabetic patients with health professionals in real-time to diagnose potential foot problems quickly, before they escalate into more serious issues. Although the vast majority of foot ulcers among diabetics could be prevented with proper assessment, research shows only about half of Canadian

diabetics have ever received a screening. The app, called FootChek, makes it easier for patients to monitor their feet on an ongoing basis and flag potential problems while they are still treatable. The award came with \$25,000 the students are using to roll out implementation within area communities.

---

(*Patients First... cont'd from p.5*)

that our RPNs are allowed to function to their full scope of practice in Ontario's health care system. Only 41 per cent believe that the knowledge and experience that RPNs gain in educational programs are fully-utilized in the practice environment.

Removing barriers to nursing practice and optimizing the RPN role should therefore be top priorities for provincial planners seeking to improve access, reduce health system costs and enhance the quality of care provided to the people of Ontario. This is the reason that your association has been engaging so closely with government representatives and health care decision-makers to let them know what they can do to support Ontario's RPNs in all health care sectors.

In the coming months, we will continue working with the Ministry of Health and Long-Term Care to

improve the coordination and delivery of nursing care in the long-term care sector in order to enhance residents' health and quality of life. We will also engage with government to increase the rate of full-time employment for Ontario's RPNs, which has decreased dramatically over the past two years, creating significant challenges for infection control, patient care and quality of life for nurses. And we will work to improve access to nursing care in the community sector, where more clients – with more complex health conditions – are seeking more care than ever before.

We think 'Patients First' provides a clear strategy for improving access to care and enhancing patients' health outcomes. The action items in this plan are urgently needed because Ontario's patients, their families and the nurses and other health profes-

sionals who care for them cannot wait any longer for the problems facing our health care system to be resolved. And for this reason, we look forward to continue working with our government as it drafts the 2015 Ontario budget and puts in place the structures and resources necessary to implement these policies.

And we encourage the Ministry of Health and Long-Term Care to continue engaging with Ontario's RPNs, who are leading the transformation of our health care system from the bedside.

*Searle Schoonewille, MA, is Director of Policy Development and Government Relations for RPNAO.*



---

(*The Urgent Need... cont'd from p.12*)

intractable pain among palliative care populations.

Forty per cent of nurse learners report lack of confidence and skill in recognizing varying levels of depression or anxiety symptoms. In a course on Advance Care Planning which includes modules on the management of sensitive discussions, more than 60 per cent of nurses report being 'not confident' in advocating for the implementation of the advance care planning process earlier in the illness trajectory, despite recognizing it as an important role. Nurses also lack confidence in the ability to communi-

cate with patients and families about advance care directives and recognize that they have most difficulty during transition points along a patient's illness trajectory.

These findings underline the need for nurses to engage in continued lifelong learning in order to provide quality palliative care. Specialty programs, such as the Lambton College certificate to support specialization may be particularly relevant to help prepare RPNs. At de Souza Institute, the learning pathway toward de Souza Associate/Nurse offers professional development in palliative

care content expertise. The recent increased attention on health system and training needs to implement earlier and more effective palliative care will mean that nurses and employers will need to work together to prepare a quality work force to support patients and families with a difficult, but important aspect of their journey.

*Dr. Mary Jane Esplen is the Executive Director of de Souza Institute, a professor in the Department of Psychiatry in the Faculty of Medicine at the University of Toronto and a Clinician-Scientist with the University Health Network.*

Select one of the regions.


[HOME](#) [NEWS](#) [WEATHER](#) [TRAFFIC](#) [SPORTS](#) [AGRIMEDIA](#) [CLOSURES](#) [FEATURES](#) [CONTACT US](#)

Search


[Home](#) / [Uncategorized](#) / Wingham Nurse Leads the Pack with Specialized Distinction

# Wingham Nurse Leads the Pack with Specialized Distinction

By *Craig Power* on October 16, 2015 2:01pm



7



Pin It



Nurse Kathy Blake (Right) was recognized on Friday at Wingham & District Hospital for her specialized training in oncology and palliative care. Photo (L-R): Karl Ellis (CEO Listowel and Wingham Hospital Alliance, Mary Jane Esplen (Director, deSouza Institute) and Kathy Blake (Nurse and recipient of deSouza Distinction).

A local nurse has been recognized for her specialized training in oncology and palliative care.

Kathy Blake, a nurse at Wingham and District Hospital, is the first nurse in both Huron and Perth Counties to be honoured by deSouza Institute in Toronto.

"I'm pretty proud of my accomplishment," notes Blake. "It means that care in Wingham is going to be the same as care in any other area, so the care that you receive in an urban area or bigger centre is also available in a rural area as well. It's pretty impressive, it's nice to be recognized for that and hopefully I'll inspire other nurses to partake in the program as well and achieve their designation."

Nurses are highly trained and specialized in the fields of palliative care and oncology, the best of the best for this type of patient care.

Kathy Blake is the first of only twenty nurses in the Province of Ontario to receive the deSouza Nurse designation.



ADVERTISEMENT

You can withdraw your consent at any time.

ADVERTISEMENT

[CHATHAM](#) [LONDON](#) [MW ONT](#) [SARNIA](#) [WINDSOR](#)


**Community Continues To Aid Syrian Refugees**



**"Students Are Safe...And Learning"**



**Anthopoulos: Staying With Jays Not The "Right Fit"**



**Date Set For Launch Of 548 Area Code**





# Oncology nurse tops in her field

*Receives coveted de Souza designation*

WINCHESTER – A local nurse has become the first in the Champlain region to receive the de Souza designation.

In fact, Stephanie Ouellette is one of only 18 in Canada to reach the milestone.

The specification is tops in cancer care nursing excellence, with candidates completing extensive course work, as well as a clinical fellowship.

De Souza nurses are said to possess strong communication and leadership skills, and are also lifelong learners providing nursing excellence in psychosocial care.

"A de Souza nurse symbolizes someone who has specialized expertise in oncology nursing excellence, is resilient in their ability to do their job with all of the required safe practices, and takes extra care to provide emotional support for patients and their families," Dr. Mary Jane Esplen, executive director of the de Souza Institute, said.

Ouellette graduated from Lethbridge College in 1993, and began working in WDMH's chemotherapy unit in 2010. She began the de Souza courses in 2011.

In all, Ouellette completed 14 courses, totalling a combined 181 hours of course work and professional development.

"It was never my intention to go on to become a 'de Souza nurse,'" she said. "I was just happy to be able to



*Stephanie Ouellette*

continue learning about cancer, and to become the best oncology nurse I could be for my patients."

It is also a bittersweet time of completion for Ouellette, as she announced recently she is leaving the village hospital to return to Alberta.

"We are very sad to see her go, we know that the learning she has shared will benefit our oncology team, as well as our patients," Lynn Hall, vice-president of clinical services, said.

Jackie McMillan, team leader in the chemotherapy unit, echoed those sentiments.

"[Through] the years, Stephanie has brought team building fun to the unit through everything from flash-mob dance to nursing day celebrations," she said. "She has always shared her passion for oncology, and represents oncology nursing excellence."



## tiring

ng he and his wife  
" while he could  
n hobbies, such as

ant," Jim said.

Jim received some  
Kathy who noted  
he wants."

riends the couple  
ll miss the most.

ffee club" partici-  
ly in the morning

r Parmalat's night  
in for a full meal

for some shuteye.  
that came, and

ustomer] a cake,  
de baked goods

thy said.  
ed up the experi-

"We've made a  
ls, having seen a

e come and go...  
een fun."

another longtime  
his son Kevin,

ing on for a little  
new owner, who

ision and learn  
customers.

on's Restaurant  
Thurs., Oct. 1).



## NEWS LOCAL

### Exceptional NHH nurse recognized



By Cecilia Nasmith, Northumberland Today  
Friday, January 29, 2016 10:27:46 EST AM



Seen in the Northumberland Hills Hospital cancer-care clinic, registered nurse Kimberly Baxter has been recognized with the prestigious de Souza Nurse Designation - the first nurse at NHH to be so designated, as well as the first nurse in the entire Central East Local Health Integration Network. SUBMITTED PHOTO

COBOURG - Registered Nurse Kimberly Baxter of Northumberland Hills Hospital is not only the first nurse in Northumberland County to receive the prestigious de Souza Nurse Designation — she's the first in the entire Central East Local Health Integration Network.

This puts Baxter among a select group of only 20 nurses across the province to obtain this designation.

The de Souza Institute is an innovative learning centre dedicated to cancer-care excellence which, since 2008, has provided on-going educational support and professional development to more than 9,000 clinicians.

In order to obtain their Designation, candidates must complete extensive course work as well as a 75-hour clinical fellowship. Baxter enrolled in March 2010 and, over a five-year period, completed 12 courses that accounted for a total of more than 200 learning hours.

Quoted in the hospital's announcement, de Souza executive director Dr. Mary Jane Esplen offered some comments.

"Being the first de Souza Nurse at Northumberland Hills Hospital and in the Central East LHIN is a remarkable accomplishment that showcases Kimberly's capacity to lead and motivate others," Esplen said.

"Her de Souza training has strengthened her determination to always put patients first and provide truly person-centred care."

Baxter noted that navigating one's way through the cancer-care system can be overwhelming.

"Nurses not only play a valuable role in administering treatment, but we are also looked upon to share valuable information with patients," she said.

"de Souza helped me understand the importance of knowing how and when to present essential information to patients, so that they are better able to make informed decisions at every stage of their cancer journey."

The demand for nurses with specialized skills in cancer care is continues to grow. According to the Canadian Cancer Society, two in five Canadians will develop cancer within their lifetime.

The health-care team in the Lions and Lioness Cancer and Supportive Care Clinic at Northumberland Hills Hospital provides care for cancer patients living in the surrounding communities, in partnership with the Durham Regional Cancer Centre at Lakeridge Health, the Central East Regional Cancer Program and Cancer Care Ontario. The services offered at the Cobourg hospital include the delivery of chemotherapy, biotherapy and supportive treatments, as well as education, palliative care, and symptom and pain management.

It's a list they're proud of, vice-president of patient services and chief nursing executive Helen Brenner stated.

"Kimberly is an example of an exceptional cancer and supportive-care nurse who has embraced the complexities of oncology nursing to improve the experience for her patients," Brenner added.

"She has worked tirelessly over the past five years to obtain the advanced education, knowledge, and clinical expertise required for this rare designation, and applies that specialized knowledge for the benefit of Northumberland cancer patients and their families each and every day.

"We congratulate her on her achievement and thank her for all she brings to help us achieve our hospital's mission of, 'Exceptional patient care. Every day.'"

[cecilia.nasmith@sunmedia.ca](mailto:cecilia.nasmith@sunmedia.ca)

[twitter.com/NT\\_cnasmith](https://twitter.com/NT_cnasmith)

**Seniors Life Insurance** 

[seniors.canada-life-insurance.org](https://seniors.canada-life-insurance.org)

Life Insurance Plans for Any Age No Medical Exam. Apply for Quote »



# All about STYLE

[News](#)[Program Guide](#)[Events](#)[Media](#)[Contests](#)[Contact](#)[Home](#) > [News](#) > [WRH Oncology nurse receives honour](#)

## WRH Oncology nurse receives honour

[Share](#)[Print](#)

February 04, 2016 12:50 from Peter Langille



A nurse at the Windsor Regional Hospital Oncology department is the first in the city to receive a prestigious designation.

After taking 12 courses at the nationally recognized deSouza Institute, Erikka Johnson has received their designation.

She's only the 20th nurse in Canada to be so honoured and the courses involved about 150-hours of dedication.


Johnson says she's now able to share what she's learned with her colleagues.

Johnson says having deeper knowledge helps her to better explain care to patients and with so much information available on the internet it's important to get it from someone who really knows it.

Johnson says the added knowledge helps her every day: "knowing what Hospice does and knowing what they'll experience in palliative care, before this I knew about their journey here, but I didn't know from experience what they would experience when they leave our settings. That has allowed me to fill in those gaps in my own understanding"


Johnson graduated from the University of Windsor nursing program 5 years ago.

She was initially an acute care nurse, but the deSouza courses she took were in palliative care allowing her to move to the oncology area.



Earn **25,000**  
Welcome Bonus points.

Pay NO annual fee for the first year.



Gold  
Rewards  
Card

[Apply now](#)  
\*Conditions apply

[Twitter](#)



# Nurse Obtains Prestigious Designation

By *Maureen Revait* on February 4, 2016 10:29am@MRevaitNews



Oncology nurse Erikka Johnson (right) receives the prestigious de Souza Nurse Designation, February 4, 2016.  
(Photo by Maureen Revait)

A Windsor Regional Hospital oncology nurse is the first in the city to obtain the prestigious de Souza Nurse Designation.

Erikka Johnson is one of 20 nurses in all of Ontario to complete the extensive course work and a clinical fellowship to be designated.

“Cancer affects the entire family and not just the patient. You need to be capable, confident and empathetic to treat the patient and support their family,” says Johnson. “The de Souza Institute has given me an opportunity to be a better nurse, especially when dealing with end of life care. I am very proud to apply this advanced knowledge and expertise to improve the quality of life for my patients and their families.”

Johnson took her clinical fellowship in the hospice setting which she says helps her treat patients in the acute care setting of the cancer centre.

“Before this happened I really knew about their journey here but I didn’t really know from experience what was going to happen to them when they left our setting. So that has allowed me to fill in those gaps,” says Johnson.

The de Souza Institute is a learning centre dedicated to cancer care excellence and provides educational support and professional development.

Windsor Regional Hospital says the demand for nurses with specialized skills in cancer care continues to grow because the the number of cancer patients in increasing. According to the Canadian Cancer Society two in five Canadians will develop cancer within their lifetime.



*Reporter Twitter [@MRevaitNews](#) Email [Maureen Revait](#)*

# The Canadian Association of Nurses in Oncology and de Souza Institute announce collaboration

Monday, April 4th, 2016

[f Like](#) 46 [t Tweet](#) [+ Share](#)



The Canadian Association of Nurses in Oncology (CANO-ACIO) and de Souza Institute (de Souza) are formally collaborating to support oncology nursing practice across Canada through a new partnership specially aimed at supporting nurses to achieve and maintain their specialty certification in oncology.

This collaboration is a result of a shared interest in promoting excellence in oncology nursing care in Canada. CANO-ACIO's mission is to advance oncology nursing excellence through practice, education, research and leadership for the benefit of all

Canadians, and this aligns with de Souza's mission to inspire and empower healthcare professionals to provide the best cancer care through education and mentorship.

Building upon CANO-ACIO's new position statement on Oncology Nursing Certification, and the two organizations' similar missions, this collaboration combines the strengths of both organizations to promote excellence in oncology nursing practice by working together to:

- Share information about educational activities
- Develop and host collaborative sessions (e.g. at annual conferences and events)
- Provide professional development opportunities to support certification
- Incorporate the latest CANO-ACIO standards and competencies into products and initiatives

We look forward to working together towards our shared goal and we are excited by the potential of what we can achieve together for the benefit of Canadians at risk for/living with cancer.

Sincerely,

Tracy Truant, RN, MSN, PhD(c)  
President  
CANO / ACIO

Mary Jane Esplen, PhD, RN  
Executive Director  
de Souza Institute

## Popular Posts

[Interprofessional Psychosocial Oncology Distance Education \(IPODE\) project continuing education courses](#)

[ARCC Conference - May 8-9, 2016](#)

[CANO Supports ongoing nursing education in cancer care](#)

[A New Health Promotion Seminar Series](#)

## News Categories

<a href="#">Article</a>	92
<a href="#">eLearning</a>	128
<a href="#">News Page</a>	98
<a href="#">Video</a>	5



Facebook



Twitter



## Canadian Nurses Association (CNA-AIIC)

April 5 at 6:56am · 🌐

Today is Oncology Nursing Day.

The Canadian Association of Nurses in Oncology/Association canadienne des infirmières en oncologie, Canadian Nurses Association and [de Souza Institute](#) thank oncology nurses for their tireless efforts in working alongside patients, families and communities affected by cancer. Oncology nurses are involved in every step along the cancer care journey including prevention, detection, treatment, survivorship and palliative care. They play a pivotal role in working with patients, families and communities at risk for cancer and during and after treatment. Thank you! [#OND2016](#)



### Oncology Nursing Day

Oncology Nursing Day is a day to recognize the incredible role oncology nurses play in Canada's healthcare system. Join us at one of the many events celebrating this special day.

[ONCOLOGYNURSINGDAY.COM](http://ONCOLOGYNURSINGDAY.COM)



# Interprofessional Psychosocial Oncology Distance Education (IPOSE) project continuing education courses

Tuesday, November 17th, 2015



The Canadian Association of Psychosocial Oncology (CAPO) and the de Souza Institute are pleased to announce a collaboration to sustain the delivery of the continuing education courses under the Interprofessional Psychosocial Oncology Distance Education (IPOSE) project.

The de Souza Institute with its focus on supporting excellence in cancer care has developed a partnership with CAPO to support professional development. The successful IPOSE program has been well-received by individuals across Canada. IPOSE course offerings provide an excellent foundational knowledge for the field of psychosocial oncology as well as support specialty expertise in the area for sexual health issues and relational practices with families in oncology and palliative care. IPOSE courses are interprofessional and therefore support all health professionals involved in oncology or palliative care.

Delivered on-line, the courses provide participants with opportunities to examine theory, research and clinical practice in psychosocial oncology and to develop expertise in interprofessional collaboration for person-centered practice. This person-centered cancer care approach includes nurses, social workers, psychologists, rehabilitation counselors and spiritual care professionals.

The de Souza Institute is excited to be the new home for the IPOSE continuing education courses and with the de Souza Institute's infrastructure support, we are able to offer these courses at a LOWER price. In keeping with IPOSE's prior history, they will also be able provide group package discounts.

We encourage the leaders of psychosocial oncology programs to continue benefiting from using the IPOSE courses to support their health care providers.

Regards,

Mary Jane Esplen, PhD  
Executive Director, de Souza Institute, Professor, Department of Psychiatry,  
University of Toronto

Deborah McLeod, PhD  
IPOSE Project Lead, Clinician Scientist, Nova Scotia Health Authority