



de Souza Institute  
Educational Activities  
Annual Report

April 2014 - March 2015



## Executive Summary

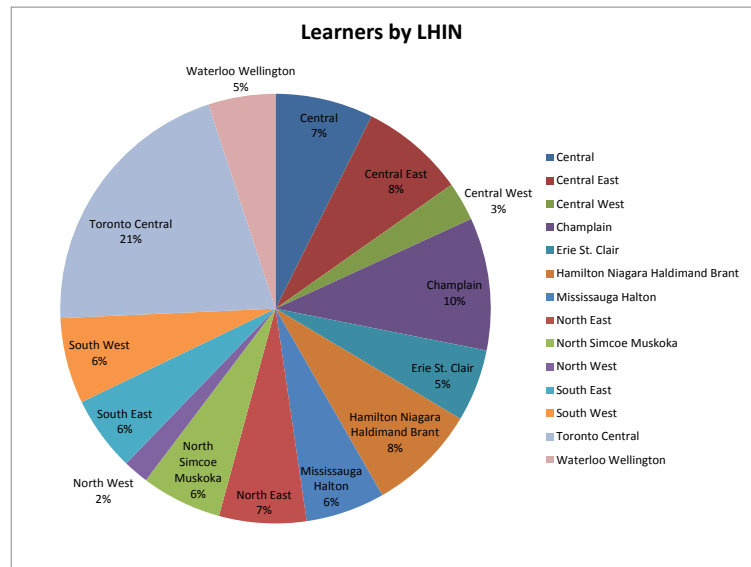
Established in 2008, the de Souza Institute has educated more than 6,000 nurses with the latest knowledge and practices in oncology and palliative care, resulting in an 80% increase in the number of specialized nurses in Ontario. Starting from April 2013, a new 3-year funding model was implemented, with decreased MOHLTC funding to \$2.0 million in 2013/14, \$1.6 million in 2014/15 and \$1.0 million in 2015-16. Building on the infrastructure and experiences developed over time, de Souza Institute is tasked to maintain growth and develop a comprehensive sustainability strategy. The successes and challenges in the 2<sup>nd</sup> year of the new 3-year funding model are highlighted:

### **Extend educational reach to increased number of providers**

- Currently, 95% of de Souza courses are being offered online. All courses were revised quarterly using the latest CCO guidelines and best practices from the literature;
- de Souza Institute has developed a series of course packages for nurses with differing level of oncology experiences, i.e., learning package for novice nurses, mid-career experienced nurses, courses tailored for emergency room nurses, as well as a series of courses packaged to support palliative care (see attached course packages). This allows health care organizations to leverage de Souza education and select standardized courses that match their organizational priorities;
- Despite significant funding reduction, two new courses, dyspnea management and cancer survivorship were developed. Both courses address the long term side-effects of cancer treatments, and provide clinicians knowledge and tools to alleviate symptoms for cancer patients living in the community, and to improve their quality of life;
- A new interdisciplinary hospice palliative care course – the Education in Palliative and End of Life Care for Oncology (EPEC<sup>TM</sup>-O) - will be developed into an online version in 2015 to augment the existing hospice palliative care course packages. High quality workforce educational support in hospice palliative care is critical to address the unmet needs in this area, and to provide cost effective, coordinated and person centred end of life care for patients and their families from the home, residential hospice, long-term care, to hospital settings.

## Support high quality workforce

- The Institute continues to build on its collaboration with the Lambton College and OntarioLearn, and encourages more RPNs to obtain de Souza Nurse Associate Designation for oncology or palliative care. The number of RPN enrolment, at 104, is 300% higher than 2013/14.
- Registered nurses consist of 80% of our learners. Participation in de Souza Institute courses is now frequently a requirement for nursing positions in health care settings in Ontario, highlighting the impact of de Souza Institute on the quality of the workforce. Such change is an important step towards a standardized, accountable and high performing cancer care system outlined in the Ontario Cancer Plan.
- The Institute partnered with the University of Windsor on the first post *graduate* oncology / palliative care graduate diploma in Canada, with 18 graduate students enrolled this year. An additional 60 APN nurses have been actively taking de Souza courses in 2014/2015.
- A total of 32 de Souza trained facilitators - nurses with expertise in education and in clinical practice - are working in cancer centres, general hospitals and long-term care facilities to deliver de Souza educational offerings to providers in the community. The de Souza facilitators program ensures that the de Souza curriculum will be known as the primary source of learning throughout Ontario for specialists and generalists, and in a format that can be delivered by the local champions supported by a strong de Souza educator team.



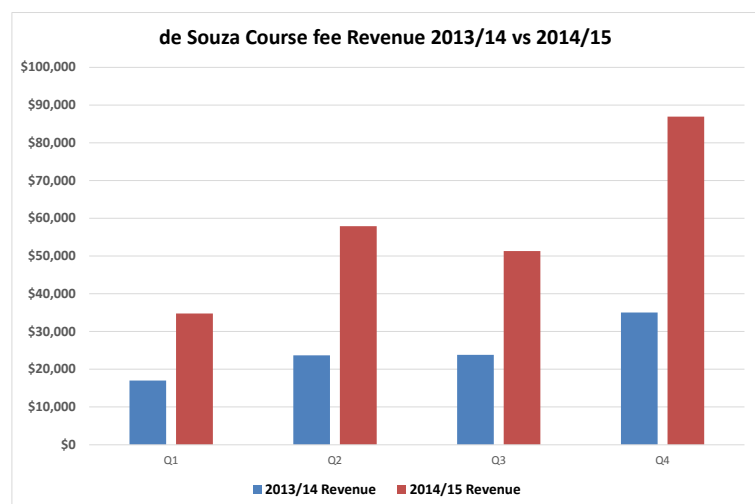
## Expand and enhance inter-professional education and practice

- An interdisciplinary working group was created to complete the development of a comprehensive model integrating inter-professional and interdisciplinary concepts into de Souza education. The model includes a detailed list of indicators and a novice to expert learning pathway covering knowledge, skills, and competencies within physical, psychological, cultural, and spiritual domains of cancer care, as well as in areas of interdisciplinary collaboration across clinical settings. Dissemination of the model has occurred at national conferences and a paper is in preparation to stimulate further discussion on knowledge transfer and uptake.
- In 2014/15, we have seen 116 enrollments from physicians and allied health care providers such as occupational therapists, physiotherapists, pharmacists, respiratory therapists, radiation therapists, and social workers. For the first time, we enrolled 32 personal support workers in the patient teaching and education course and the psychosocial care course.

### Sustain high quality continuing education by building partnerships:

- In fiscal 2014/15, the Institute received 1.6 million funding from MOHLTC and generated \$560,000 additional funding from course fees (\$221,000), sponsorships (\$200,000) and contracts developing courses for health care organizations (\$150,000).
- In spring 2015, de Souza Institute and the Canadian Nurses Association successfully established a joint partnership to support specialty certification across Canada. To attract new nurses into oncology and palliative care, Dr. Esplen presented to the Council of Ontario University Programs in Nursing to promote specialty training in oncology and/or hospice palliative care at the student level.
- Under the leadership of the University Health Network (UHN), the institute is working closely with the Toronto General and Toronto Western Hospital Foundations to raise the awareness of highly trained professionals, and encourage the public to expect to be cared for by a de Souza Practitioner. The foundation will seek donor sponsorship to increase the number of health care practitioners educated by the Institute and to support sustainability.

The Institute will continue to build partnership to sustain a high quality continuing education program. A proposal has been submitted to MOHLTC for *base funding* beyond 2015/16. In the proposal, the Institute described allocating 80% of its funding to support high quality cancer care, while leveraging 20% funding to explore opportunities to support MOHLTC priority initiatives using its innovative eLearning platform and the Institute's capability to provide high quality, evidence-based, and standardized education in a timely manner. The Institute, as a MOHTC investment, could play a significant role in shaping the health care delivery and transformation in areas, such as senior care and palliative care through workforce training. The team will continue to collect information on the needs for educational support from frontline providers, patients and families and from decision-makers.



## Background: Year II of the MOHLTC Three Year Funding

The year II activities were carried out with guidance from Cancer Care Ontario, University Health Network, and the Provincial Advisory Committee.

The proposed priorities for 2014/15 included the following:

- Roll out of new courses, including “orientation packages” and establishment of mechanism where cancer centres become hubs to support home care, long term care and community care education
- Initiate community- oriented products and courses to other providers across LHINs
- Further collaborate with regional cancer centres to maximize capacity of de Souza expert facilitators
- Explore opportunities for national and international marketing of products

Based on the above mentioned priorities, the following targets are established for the current fiscal year:

- The institute will extend its educational reach to nurses, including 50 RPNs in primary care and community care
- The institute will support 20 APNs in obtaining post graduate oncology/ palliative care diploma via a joint program by de Souza Institute and the University of Windsor.
- The Institute will extend educational support to 50 interdisciplinary providers, i.e., pharmacists, social workers, occupational therapists, dieticians, radiation therapists and others to promote transdisciplinary care, and to instill a shared core competency in cancer care across health care disciplines

de Souza courses use online learning modules, interactive activities and competency measures, which are organized in varying intervals so that learners can complete levels of training at their own pace. This flexibility is important both in relation to the notion of creating a sense of “lifelong learning”, as well as in addressing key barriers to training by busy clinicians: learners can return to the system as needed. Health professionals can build an ePortfolio, document their successes, strengths and needs, and obtain clinical mentorship to support pathways of learning. The curriculum will also provide immediate feedback to learners on their state of knowledge, document learning hours and provide guidance towards new areas for development. On site expertise and mentorship is frequently used to further facilitate increased competency in skills with real life applications.

### A. Roll out “orientation packages” to support high quality care in cancer centres and in the community

de Souza Institute has developed a series of course packages for nurses with varying level of oncology experiences, i.e., learning package for novice nurses, mid-career experienced nurses, courses tailored for emergency room nurses, as well as a series of courses packaged to support palliative care (see attached course packages). This allows health care organizations to leverage de Souza education and select standardized courses that match their organizational priorities.

de Souza director, Dr Esplen, has been visiting health care organizations in Ontario and presented these options to providers and senior management. The intention is to encourage

nurses to plan their professional growth from novice to expert, and to perform at the highest level of competency, achieving nursing full scope of practice in cancer centres, in community care, long term care and in home care.

### A1.Orientation course packages for nurses:

Foundational knowledge in oncology: The Foundation for Oncology Nursing Practice (FONP) was developed in 2010. The course covers four major cancer sites - breast cancer, prostate cancer, colon cancer and lung cancer - including cell biology/laboratory values, presenting symptoms, diagnosis, treatment modalities, outcomes, as well as oncology emergencies and psychosocial impact of these cancers on patients and families. A total of 2,486 nurses have taken this 40 hour long comprehensive online course. Following the completion of the foundation course, nurses can select any of the cancer site specific courses below to learn additional best practices that are specifically relevant to their current practice.

- Oncology Foundation Disease Sites A: leukemia, lymphoma, multiple myeloma and pediatric cancers
- Oncology Foundation Disease Sites B: head and neck, GI, endocrine, and skin
- Oncology Foundation Disease Sites C: sarcoma, GU, gynecological and CNS cancers

The Patient teaching and education course was developed in partnership with Cancer Care Ontario and the University Health Network and built on the award winning program “Maximizing Patient Education Skills Workshop.” It provides an overview of adult learning principles, different learning styles and how this knowledge can be used to assist in the planning and effective delivery of patient teaching and education. This course has been offered since January 2013 with 540 participants.

Other courses important to orient novice nurses in the complex field of cancer care include *Advance care planning*, *Psychosocial care*, and *Introduction to hospice palliative care*. Despite significant funding reduction, new courses have been developed in 2015, including *Dyspnea management* and *Cancer survivorship*. Both courses address the long term side-effects of cancer treatments, and provide clinicians knowledge and tools to alleviate symptoms for cancer patients living in the community, and to improve their quality of life;

### A2.Hospice Palliative Care packages:

A total of 11 online high quality courses are included in the package. Examples include the following:

Introduction of Hospice Palliative Care is a foundational course for all providers. This six week self-directed online course focuses on the integration of palliative care domains, such as physical, psychological, social and spiritual care. Resources, such as pain assessment tools, complementary and alternative interventions, cultural and legal considerations, are covered in the course at a foundational level to assist learners to understand and apply the knowledge within a palliative care framework. The first offering was launched in May 2013 and to date, 169 providers have participated in this course.

Psychosocial Care Education: This course is led by Dr. Esplen, director of the institute and Professor at the Faculty of Medicine, University of Toronto. The course is delivered in a

workshop format, focused on evidence- based assessments on patient and family psychosocial needs, interventions to address emotional issues and existential challenges in living with cancer, and strategies for supporting patients and families. Participants are introduced to psychosocial assessment tools that can be used in clinical practice using case scenarios. Learners have access to the de Souza virtual library for current literature in psychosocial best practices. Guided by Dr. Esplen, learners apply the knowledge through a post workshop assignment using a case study format. The workshop has been offered each semester, with a total participation of 273 health professionals.

#### Addressing Compassion Fatigue, Managing Grief and Loss amongst Healthcare Professionals

This course is currently offered via videoconference, led by Dr. Esplen and Dr. Vachon. It reviews risk factors associated with grief reactions and the impact of grief and loss on providers. It assists providers to recognize and become familiar with the assessment, communication around, and coping mechanisms to build self-care skill in managing grief and loss and to develop a support system to facilitate work life balance. It also assists health care professionals to develop plans for their agencies based on need, incorporating evidence-based strategies that leaders/settings can implement. A total of 162 interdisciplinary providers participated in this course.

#### Advanced Pain Assessment and Management

This online course focuses on the fundamental principles of pain assessment and management covering pathophysiology of pain, the impact of pain on physical, psychological, emotional, spiritual and functional aspects of patients' life. Evidenced based pain assessment tools and management strategies were reviewed in depth at an advanced level. Of the 200 nurses and pharmacists enrolled in the course to date, 15 were from British Columbia, Quebec and Nova Scotia.

#### Education of Palliative and End of Life Care in Oncology (EPEC™-O)

This advanced interdisciplinary course has been offered as a workshop by the institute since 2011 and will be put online in 2015 to augment the existing hospice palliative care course package. The course will be led by EPEC™-O master trainers in medicine, nursing and social worker, and incorporate the latest evidence in the field. Collaborations will take place with the team in Northwestern University in USA who developed the initial EPEC™ -O course, and with the National Cancer Institute who sponsored EPEC™-O dissemination in the USA. The course will be tailored to providers seeking an advanced level of training in hospice palliative care, and address the access barriers encountered by clinicians in the community, especially those practicing in rural and remote areas. High quality workforce educational support in hospice palliative care is critical to address the unmet needs in this area, and to provide cost effective, coordinated and person centred end of life care for patients and their families from the home, residential hospice, long-term care, to hospital settings. The institute will work closely with the hospice palliative care community and make this online course available across Canada.

The novice orientation package in oncology and the hospice palliative care course package are just two examples of how the institute responds to health care needs of the population and addresses the challenges of building and maintaining a high performing workforce in health care.



### A3. Educational support for RPNs

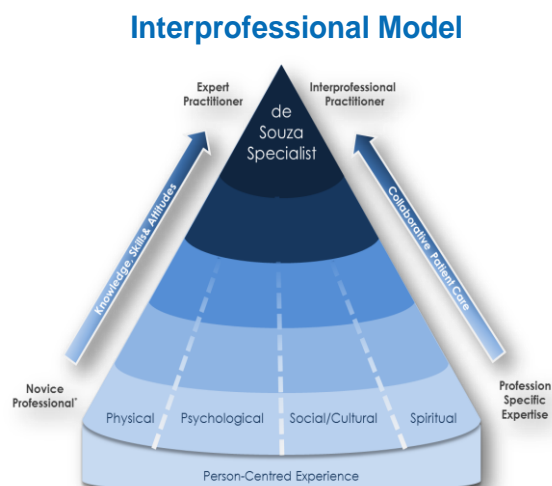
RPNs play a significant role in hospital care, in community services, in long term care and home care. In 2014/15, 104 RPNs participated in de Souza courses, including completing Foundations in oncology, Introduction to Hospice Palliative care, Pain Assessment and Management, Patient Teaching and Education and other de Souza offerings. Course selection is focused on skill sets most pertinent to RPN roles.

To further promote specialized oncology training at the college level, a memorandum of agreement has been reached, between Lambton College and de Souza Institute, to support a specialized post graduate certificate program in oncology. A total of 18 RPNs have enrolled in this program, taking courses from OntarioLearn, an online learning system across 20 colleges, as well as de Souza Institute courses towards a graduation certificate in oncology. Graduates of this program will also meet requirements for, and receive the de Souza Nurse Associate designation at the same time. This program will be especially appealing to RPNs who work with cancer patients or in community/ home palliative care, and allows for study part-time through the college. The joint program will also support RPNs by engaging them continuously in de Souza's lifelong learning program beyond their college graduation.

### B. Roll out of curriculum to other providers across LHINs

de Souza Institute will continue to focus on supporting nurses- the largest health care provider group. At the same time, de Souza Institute has initiated its expansion of curriculum to include other disciplines, to promote shared core competencies, as well as team-based care. A de Souza professional designation is being planned, by the Interdisciplinary Working Group, with members from nurses, physicians, social workers, rehab medicine, psychologists, and academics. The working group is developing a model that integrates interprofessional and interdisciplinary concepts into de Souza education. The following preparation activities have been completed:

- A literature review and needs assessment based on the Canadian Cancer Society data which demonstrates an increasingly high impact of cancer on Canadians and the national health care system.
- A series of stakeholder focus groups from Toronto, London and Thunder Bay to seek input from multidisciplinary learners on their interest in continuing education courses and core content areas to support oncology care and hospice palliative care needs within their practice.



- A health professional will attain shared cancer care competencies relevant across multiple health professions.
- A colour gradient is used to depict foundational oncology knowledge (lightest colour), to expert oncology knowledge (darkest colour); and the increased interprofessional collaboration



- A review of the entire set of de Souza courses for improvement to prepare learners from different health care disciplines for team based care.
- Participation of de Souza Director and Manager in the Educating Health Professionals in Interprofessional Care (EHPIC) five day program to further incorporate an interprofessional collaboration focus to existing de Souza courses.

The working group also reviewed the model from Frenk<sup>1</sup> and colleagues, and the 2015 milestone guide tabled by the CanMEDS<sup>2</sup>. The model will include three levels of learning which allows providers to progress from novice to expert, to increase knowledge, skills, and shape attitudes within physical, psychological, cultural, and spiritual oncology domains of cancer care, as well as to learn to collaborate and leverage oncology services and resources offered by other health providers. The model will be submitted for publication in peer reviewed journal in 2015 and will be incorporated in de Souza interprofessional education curriculum. It was presented and well-received at the Canadian Association of Psychosocial Oncology annual meeting in 2015.

A series of profession specific communication materials have been created. They are attached with the report. The IT team and administrative staff revised the website and learner account set up (ePortfolio) to support the expansion for multidisciplinary learners.

### **C. Furthering collaboration with regional cancer centres to maximize capacity of de Souza expert facilitators**

As part of the Ontario Cancer Plan to enhance the performance of the cancer system, CCO recommended that all registered nurses working in chemotherapy and biotherapy clinics complete the de Souza Provincial Standardized Chemotherapy and Biotherapy course to ensure standardized, evidence based and safe treatment delivery across the province.

#### **C1. Chemotherapy for nurses in chemotherapy clinics**

Aligned with the Ontario Cancer Plan, the de Souza team has rolled out the online Provincial Standardized Chemotherapy and Biotherapy course (PSCB) in 2013, developed from the previously videoconference-based version, with vastly improved access and high quality interactive online teaching components. The online feature has been well-received with feedback suggesting its relevance in enhancing access and flexibility that can be tailored to learning needs. In fiscal 2014/15, a total of 699 nurses participated in the online course with an exam success rate of 90%. The total number of nurses who completed this course in Ontario since 2009 reached 2400. Local chemotherapy facilitators in regional cancer centres continue to lead the learning lab and preceptorship following the online course, supporting satellite clinics and smaller hospitals.

#### **C2. The chemotherapy maintenance course**

A chemotherapy maintenance course was developed in 2010 to ensure continued competency support for nurses. To date, 1,389 nurses have enrolled in the course; 521 (37.5%) of them were registered during the current fiscal year alone. To emphasize the importance of maintaining

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<sup>1</sup> Frenk, J., et al. (2010). "Health professionals for a new century: transforming education to strengthen health systems in an interdependent world." Lancet 376(9756): 1923-1958.

<sup>2</sup> CanMEDS framework and milestones guide 2015

chemotherapy competencies, de Souza institute and the Cancer Care Ontario Oncology Nursing Program Committee jointly recommended that nurses providing regular chemotherapy treatment take the chemotherapy maintenance course every 18 months. We will continue to report progress on this course.

### **C3.de Souza expert facilitator**

The expert facilitator course series was launched in 2012, modeled on the success of the Chemotherapy and Biotherapy facilitator course to build capacity. Psychosocial Care and the Education on Palliative and End-of-life Care (EPEC<sup>TM</sup>-O) were added as two equally important domains of cancer care in November 2012 and February 2013. The goal of the expert facilitator courses is to leverage local resources – recruit nurses with expertise in each of the above three areas – to prepare, coach and further support the delivery of a standardized curriculum in local regions. These expert facilitators/champions are encouraged to work with their community hospitals and long-term care facilities to deliver educational offerings to generalist nurses and to further expand the reach of best practices across the province. The goal of the de Souza facilitator series is to ensure that de Souza curriculum will be known as the primary source of learning throughout Ontario for specialists and generalists, and in a format that can be delivered by the local champions supported by a strong de Souza educator team.

To further support and enhance the work of the champions/site leads, the Institute held a facilitator conference in February 2015 to showcase best practices and to provide a venue for the planning of subsequent roll outs , i.e., of province wide new curriculum and/or tools with current evidence. The conference also provided an opportunity for nurses to network across the continuum of cancer care.

### **C4.The eMentorship program**

The program was completely migrated to de Souza Institute. Building on the success of the initial design of the eMentorship in career development, this program will further expand to include clinical mentorship leveraging de Souza facilitators, de Souza APNs and Scholars, and other experienced oncology educators to roll out province wide clinical mentorship support for front line nurses.

## **D. Explore opportunities for national and international marketing of products**

### **D1. Partnership with national organizations**

The de Souza Institute and the Canadian Nurses Association (CNA) have been working together to explore synchronized effort in promoting nursing specialization over the past several years. A joined meeting was held in December 2014 between de Souza Institute and CNA leadership, with invitation extended to the Canadian Association of Nurses in Oncology, to finalize the partnership and national strategies to support oncology nurses across Canada. As a result of the partnership, starting in 2015, CNA members who sign up for one of the online de Souza Institute Certification study groups will get a discount on their 2016 certification exam in oncology or hospice palliative care. To further support nurses who have achieved certification, de Souza Institute is also offering a 10% reduction to all CNA members towards any de Souza Institute courses. With this bundled package, the two associations are extending their relationship to help

nurses to keep pace with the vast amounts of emerging technology and knowledge in order to provide optimal care to patients and their families.

## D2. Collaboration with post-secondary education

In order to promote seamless transition from generalist training to specialty training in the work place, the Institute works closely with colleges and universities. For example, the Joint Lambton College/ de Souza program mentioned earlier in the report that offers an oncology and palliative care college certificate for practicing RPNs in the community.

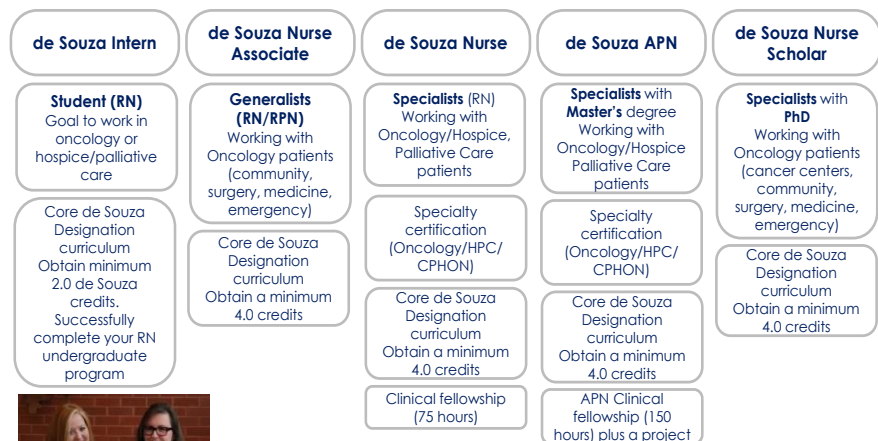
An initial meeting with the continuing education program, Faculty of Pharmacy at the University of Toronto also took place to further engage community pharmacists and support their knowledge and competencies in delivery oncology medications and patient education in the community.

The partnership with the University of Windsor supports an advanced graduate diploma in oncology and palliative care at the Master's level for all health professions.

In October 2014, Dr. Esplen was invited to speak to the Council of Ontario University Programs in Nursing (COUPN). In the meeting, Dr. Esplen presented the successful collaboration between the institute and York University on an undergraduate oncology course, and with the University of Windsor on graduate diploma in advanced oncology/ palliative care.

Great interest has been generated from the meeting. COUPN member universities have requested meetings with the Director of the Institute to consider a newly developed de Souza Intern designation that could be completed during the BScN program. Dr. Esplen has met with Deans at Queen's University, Western University, Lakehead University, Nipissing University, and University of Toronto, with additional meetings scheduled with the remaining Ontario Universities. The use of a de Souza Intern designation is a strategy that supports seamless transition from undergraduate levels to lifelong learning, minimizing silos between educational levels.

## de Souza Designations



A new standard recognized by employers and the public

## D3. Revenue Generation:

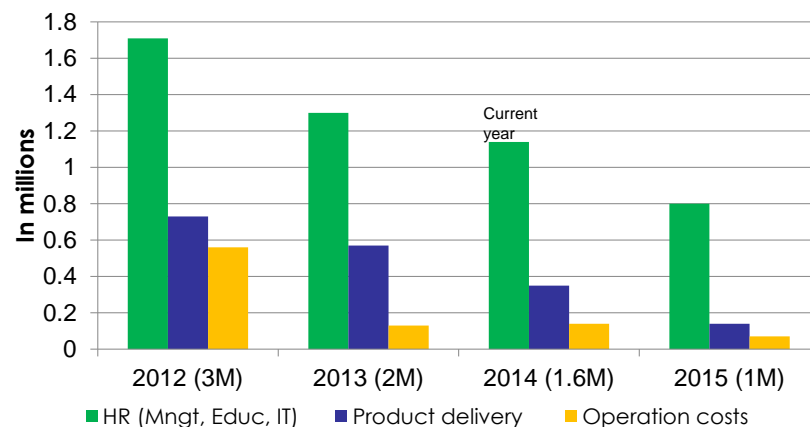
The Institute hired two sales and marketing staff to travel across the province to promote de Souza courses. de Souza Institute Director, Dr. Esplen, has carried out additional site visits to each of the LHINs to highlight alignment of de Souza courses to the strategic priorities in a

broad range of health care sector beyond cancer centres. de Souza courses can be readily applied as standardized high quality educational support to address organizational needs. Specific areas where de Souza can play a role include: efficiency improvement, better process for enhanced patient safety, and human resource training for organization wide person-centred care. Consultation has also been sought and utilized to inform business development.

Operational efficiencies de Souza team continues to streamline its operation in response to a 50% MOHLTC funding reduction in 2014/15.

The IT team led the implementation and continuous improvement of the online system to automate course registration and payment interface, and to monitor and track progress. The institute's website continues to evolve with new online searchable calendar, course offerings grouped by specialty area and de Souza designation tracking program and group pricing.

## Budget allocation by function



Evaluation includes dashboard on monthly enrolment and revenue by course; numbers of new accounts created each month, tracking of conversion from social media and other marketing initiatives to the actual enrollment number change.

With these efforts, the Institute was able to double its revenue generation for the current fiscal year, compared with the prior year. The revenue generated from course fees this year totals \$221,000 compared with the previous year during the same period at \$100,684. The external sponsorship and grant totals reached \$350,000 this year. The total enrolment has recovered to 80% of the 2012 level when courses were free of charge. The institute has met its target of generating \$0.5 million in total from combined sponsorships, course fees and through external grants.

A new proposal has been submitted, as part of Cancer Care Ontario's annual business plan, to MOHLTC to obtain *base-funding* for the Institute. Without secure government funding, the institute faces significant challenges to become a 100% self-sustaining entity. Barriers include: a weak provincial economy limiting funding availability for education and health care; hospital budget shortfall and a need to preserve clinical care as taking precedence over staff development; a general lack of career development incentive for direct care nurses who are reluctant to pay for continuing education on their own; and a more competitive environment to solicit corporate sponsorship towards education.

## Summary of deliverables

Under the leadership of CCO and UHN, and by carrying out the organizational priorities outlined above, de Souza Institute achieved the following deliverables:

Original target Fiscal 2014/15	Delivered between April 2014 to March 2015
The institute will extend its educational reach to nurses including 50 RPNs in primary care and community care	<ul style="list-style-type: none"> <li>• All de Souza courses are revised quarterly to include latest evidence and practices and to incorporate learner feedback.</li> <li>• 95% of de Souza courses are online. New courses are being developed based on organizational priorities, including expansion to generalists, community nurses and other health care providers.</li> <li>• Course packages were launched to tailor to specific learner population i.e., novice nurses, emergency nurses, RPNs, or to meet local needs, i.e., patient centred care training package</li> <li>• A total of 104 RPNs are taking de Souza courses in fiscal 2014/15.</li> </ul>
The institute will support 20 APNs in obtaining post graduate oncology/ palliative care diploma via a joint program by de Souza Institute and the University of Windsor	<ul style="list-style-type: none"> <li>• The institute has worked closely with the University of Windsor and the first cohort included 18 students enrolled in the master's level post graduate diploma in oncology.</li> <li>• An additional 60 APN nurses are actively taking de Souza courses in 2014/15</li> </ul>
The Institute will extend educational support to 50 interdisciplinary providers, i.e., pharmacists, social workers, occupational therapists, dieticians, radiation therapists and others to promote transdisciplinary care, and to instill a shared core competency in cancer care across health care disciplines	<p>Two New Courses were launched this year-Dyspnea management and Cancer Survivorship; with 3 new courses in the development for this year.</p> <ul style="list-style-type: none"> <li>• Education in Palliative and End of Life Care for Oncology</li> <li>• Cancer care for seniors</li> <li>• Management of Depression and Anxiety in Cancer</li> </ul> <p>An interdisciplinary working group has developed a comprehensive working model integrating interprofessional and interdisciplinary concepts into de Souza education. The model is ready for publication submission and will be used in all de Souza courses.</p> <p>A total of 116 physicians and allied health care providers have enrolled in various de Souza courses this year.</p>

## Conclusions

This final report highlights de Souza's achievements in the second year under the new funding model, as well as its efforts to date with revenue generation. Moving forward with the challenges ahead, the Institute will focus on sustainability and continued growth, and aim to foster strong relationships with its new and existing partners and stakeholders. The Institute will continue to provide high quality courses to meet the needs of health care professionals for ongoing knowledge and skills acquisition. We will also continue to collect information on needs for educational support from frontline providers, patients and families and from decision makers, and to develop the de Souza curriculum accordingly, in order to support a standardized, high performing cancer care system in Ontario and across Canada.



# Appendix A

## Examples of course packages

April 2014 - March 2015



## Mission:

To inspire and empower health care professionals  
to provide the best cancer and hospice palliative care through education and mentorship.

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## About de Souza Institute:

In 2008, the Ontario government founded de Souza Institute to support oncology nursing excellence. In 2013, de Souza Institute expanded its mandate to include a broader spectrum of health care professionals. Through de Souza Institute, these health care professionals obtain the specialized skills to guide and support cancer patients throughout their journey (prevention, screening, diagnosis, treatment, survivorship and palliation). de Souza Institute courses are offered primarily online, with the occasional course through web casting or in-person.

de Souza Institute is pleased to partner with the Ministry of Health and Long-Term Care, Cancer Care Ontario and University Health Network.





de Souza Institute has developed more than 30 courses for health care professionals involved with cancer care and palliative care. As healthcare professionals in primary care, you see cancer patients in your practice. de Souza Institute, provides educational courses to support your learning needs.

de Souza Institute courses will allow you to:

- Be prepared to discuss cancer with the patients and families
- Provide person-centered care
- Be a leader in community based cancer care

## Supporting Primary Care Providers in Cancer Care

### Courses:

#### **Advance Care Planning** *online*

Become an expert in care planning including critical care and life sustaining treatment.

#### **Advanced Pain Assessment and Management** *online & webcast*

Understand the pathophysiology of cancer pain and how to manage it.

#### **Cancer Prevention** *online*

This course is designed to help healthcare professionals expand their knowledge of health promotion and disease prevention in a cancer care context.

#### **Cancer Survivorship** *online*

This course takes a patient-centred approach focusing on best practices and strategies to enable patients in self-management and self-care.

#### **Education in Palliative and End-of-Life Care** *workshop*

Cover a comprehensive curriculum in palliative and end-of-life care for those living with cancer.

#### **Foundations in Oncology Nursing Practice** *online*

Introduction course covering breast, lung, colorectal and prostate cancer.



#### **Addressing Compassion Fatigue, Managing Grief & Loss amongst Healthcare Professionals** *online & webcast*

Learn about the impact of grief and loss on practitioners, as well as risk factors and effective coping strategies.

#### **Patient Navigation** *online*

Learn about tools and resources to support care co-ordination and attend to emotional needs of patients.

#### **Management of Dyspnea** *online*

Understand the emotional and pathophysiological aspects of dyspnea, as well as day-to-day strategies.

#### **Patient Teaching & Education** *online*

Identify learning styles of patients and adjust the delivery of information accordingly.

#### **Psychosocial Care Education** *online & in-class*

Learn the tools and develop skills to have difficult, emotional conversations with patients.

**Register with de Souza Institute**  
**[www.desouzainstitute.com](http://www.desouzainstitute.com)**

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Twitter: desouzainst  
LinkedIn: de Souza Institute

de Souza Institute is innovative centre of continuing education in oncology and palliative care. Education and training taught by us reflects whole-person care that supports and aims to improve the quality of a patient's end-of-life care.

Health care professionals in palliative care offer patients and their families a variety of support whether it is emotional care, spiritual care, pain and symptom management or bereavement counseling.

## Hospice Palliative Care Courses

### Addressing Compassion Fatigue, Managing Grief and Loss amongst Healthcare Professionals *online and webcast*

Learn about the impact of grief and loss on providers and risk factors and effective coping strategies.

### Advanced Pain Assessment & Management *online and webcast*

Understand the principles of cancer pain assessment and management.

### CNA Hospice Palliative Care Exam Study Group *online and symposium*

Learn the theories and concepts in order to achieve competencies as outlined in the CNA exam study group blueprint and successful achievement of certification.

### Patient Teaching & Education *online*

This self-paced course is designed to help health care professionals identify learning styles of patients and adjust their delivery of information accordingly.

### Advance Care Planning *online*

Learn to facilitate Advance Care Planning discussions.



### EPEC™-O Canada *workshop*

Explore trainer information, tools and strategies to use in teaching the core competencies of palliative care.

### Management of Dyspnea *online*

Understand the emotional and pathophysiological aspects of dyspnea, as well as day-to-day strategies.

### Introduction to Hospice Palliative Care *online*

Learn how to communicate, assess and manage symptoms and reduce suffering through hospice/palliative care.

### Cancer Survivorship: Partnering with Patients to Improve their Experience *online*

This course takes a patient-centred approach focusing on best practices and strategies to enable patients in self-management and self-care.

### Psychosocial Care Education *online and workshop*

Learn the tools and develop skills to have difficult, emotional conversations with patients and support psychosocial needs.

### Interdisciplinary Psychosocial Oncology Distance Education Series *online*

These courses explore essential concepts in psychosocial cancer care, care of families, and sexual health.

## Register with de Souza Institute

[www.desouzainstitute.com](http://www.desouzainstitute.com)

de Souza Institute  
700 University Avenue, Suite HSC #14  
Toronto, ON  
M5G 1Z5

Phone: 416-581-7887  
Email: [support@desouzainstitute.com](mailto:support@desouzainstitute.com)  
Facebook: de Souza Institute  
Twitter: desouzainst  
LinkedIn: de Souza Institute

As responsibilities in cancer and palliative care have increased in the community, it is now more important than ever for health care professionals to have the specialized expertise and training to fully care for patients and their families.

de Souza Institute is here to support you and your educational needs. We are an innovative centre of continuing education in oncology and palliative care created by the Ministry of Health and Long-Term Care.

## Community Courses

### Foundations in Oncology Nursing Practice

*online*

Introduction course covering breast, lung, colorectal and prostate cancer. (Although nursing focused, it is available to all health care professionals).

### Introduction to Hospice Palliative Care

*online*

Learn how to communicate, assess and manage symptoms and reduce suffering through hospice/palliative care.

### Addressing Compassion Fatigue, Managing Grief and Loss amongst Healthcare Professionals

*online and webcast*

Learn about the impact of grief and loss on providers, and explore the risk factors and effective coping strategies.

### Patient Navigation

*online*

Learn about tools and resources to support care co-ordination and attend to emotional needs of patients.

### Advance Care Planning

*online*

Learn to facilitate Advance Care Planning discussions.



### Cancer Survivorship: Partnering with Patients to Improve their Experience

*online*

This course takes a patient-centred approach focusing on best practices and strategies to enable patients in self-management and self-care.

### Patient Teaching and Education

*online*

Identify learning styles of patients and adjust the delivery of information accordingly.

### Psychosocial Care Education

*online and workshop*

Learn the tools and develop skills to have emotional conversations with patients and support psychosocial needs.

### Management of Dyspnea

*online*

Understand the emotional and pathophysiological aspects of dyspnea, as well as day-to-day strategies.

### Provincial Standardized Chemotherapy & Biotherapy Course

*online and workshop*

This course is designed to build nursing knowledge and skills in chemotherapy and biotherapy administration and care.

### Advanced Pain Assessment & Management

*online and webcast*

Understand the principles of cancer pain assessment and management.

## Register with de Souza Institute

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LinkedIn: de Souza Institute

As an ER nurse, how prepared are you to care for cancer patients? Cancer is on the rise and Emergency Rooms are seeing increasingly more patients needing support living with cancer.

de Souza Institute is here to support you and your educational needs. We are an innovative centre of continuing education in oncology and palliative care created by the Ministry of Health and Long-Term Care.

## Courses Available for ER Nurses

### Foundations of Oncology for ER Nurses *online*

Designed specifically for ER nurses to help support pending/diagnosed oncologic emergencies.

### Psychosocial Care Education *online and workshop*

Learn the tools and develop skills to have difficult, emotional conversations with clients and support psychosocial needs.

### Patient Navigation *online*

Learn about tools and resources to support care co-ordination and attend to emotional needs of patients.

### Addressing Compassion Fatigue, Managing Grief and Loss amongst Healthcare Professionals *online and webcast*

Learn about the impact of grief and loss on providers and risk factors and effective coping strategies.

### Patient Teaching and Education *online*

Identify learning styles of patients and adjust the delivery of information accordingly.

### Advanced Pain Assessment & Management *online and webcast*

Understand the principles of cancer pain assessment and management.

### Foundations of Cancer Disease Sites *online*

Learn about cancer disease sites including leukemia, lymphoma, pediatric cancers, head and neck, GI, endocrine, skin and more.

### Advance Care Planning *online*

Learn to facilitate Advance Care Planning discussions.

### Management of Dyspnea *online*

Understand the emotional and pathophysiological aspects of dyspnea, as well as day-to-day strategies.



## Register with de Souza Institute

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It takes a special team to care for a cancer patient. Pharmacists are an important member of the cancer care team. Patients turn to a pharmacist to guide them through their cancer drug treatment program.

de Souza Institute supports pharmacists, through these challenging situations. We are an innovative centre of continuing education in oncology and palliative care, created by the Ministry of Health and Long-Term Care.

## Courses Available for Pharmacists

### Introduction to Evidence Based Practice and Communication *online*

Learn how to find evidence based information and best practices to help inform clinical practice.

### Foundations in Oncology Nursing Practice *online*

Introduction course covering breast, lung, colorectal and prostate cancer. (Although nursing focused, it is available to pharmacists.)

### Advance Care Planning *online*

Learn to facilitate Advance Care Planning discussions.

### Introduction to Hospice Palliative Care *online*

Learn how to communicate, assess and manage symptoms and reduce suffering through hospice/palliative care.

### Patient Navigation *online*

Learn about tools and resources to support care co-ordination and attend to emotional needs of patients.

### Addressing Compassion Fatigue, Managing Grief and Loss amongst Healthcare Professionals *online and webcast*

Learn the impact of grief and loss on practitioners: learn risk factors and effective coping strategies.



### Cancer Survivorship: Partnering With Patients to Improve Their Experience *online*

An introductory course to support patients dealing with challenges in the post treatment phase of the cancer experience.

### Psychosocial Care Education *online and workshop*

Learn the tools and develop skills to have emotional conversations with patients and support psychosocial needs.

### Foundations of Cancer Disease Sites *online*

Learn about more cancer disease sites including leukemia, lymphoma, pediatric cancers, head and neck, GI, endocrine, skin and more.

### Management of Dyspnea *online*

Understand the emotional and pathophysiological aspects of dyspnea, as well as day-to-day strategies.

### Patient Teaching and Education *online*

Identify learning styles of patients and adjust the delivery of information accordingly.

### Radiation Oncology *online*

Learn how radiation therapy works, its implications on the patient, different treatment methods and treatment side effects.

## Register with de Souza Institute

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Whether you are a RPN that works in the community, hospital or long-term care facility, de Souza Institute is here to support you and your educational needs in oncology and palliative care. We are an innovative centre of continuing education in oncology and palliative care created by the Ministry of Health and Long-Term Care.

## Courses Available for RPNs

### **Foundations in Oncology Nursing Practice** *online*

Introduction course covering breast, lung, colorectal and prostate cancer.

### **Introduction to Hospice Palliative Care** *online*

Learn how to communicate, assess and manage symptoms and reduce suffering through hospice/palliative care.

### **Addressing Compassion Fatigue, Managing Grief and Loss amongst Healthcare Professionals** *online and webcast*

Learn about the impact of grief and loss on providers and risk factors and effective coping strategies.

### **Advanced Pain Assessment & Management** *online and webcast*

Understand the principles of cancer pain assessment and management.

### **Introduction to Evidence Based Practice and Communication** *online*

Develop the skills to analyze clinical literature, and utilize evidence to support optimal care.

### **Patient Navigation** *online*

Learn about tools and resources to support care co-ordination and attend to emotional needs of patients.

### **Management of Dyspnea** *online*

Understand the emotional and pathophysiological aspects of dyspnea, as well as day-to-day strategies.



### **Radiation Oncology** *online*

This course is designed to help nurses understand the principles of radiation therapy.

### **Advance Care Planning** *online*

Learn to facilitate Advance Care Planning discussions.

### **Cancer Survivorship: Partnering with Patients to Improve their Experience** *online*

This course takes a patient-centred approach focusing on best practices and strategies to enable patients in self-management and self-care.

### **Patient Teaching and Education** *online*

Identify learning styles of patients and adjust the delivery of information accordingly.

### **Foundations of Cancer Disease Sites** *online*

Learn about more cancer disease sites including leukemia, lymphoma, pediatric cancers, head and neck, GI, endocrine, skin and more.

### **Psychosocial Care Education** *online and workshop*

Learn the tools and develop skills to have difficult, emotional conversations with patients and support psychosocial needs.

### **Cancer Prevention** *online*

This course is designed to help health care professionals expand their knowledge of health promotion and disease prevention in a cancer care context.

## Register with de Souza Institute

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## Group Pricing eligible for ALL courses!

de Souza Institute leverages technology to provide courses that are available online and which cover a full range of cancer care topics, from cancer prevention and treatment, to palliation and survivorship.

To support workforce development and training, de Souza Institute is offering a special rate on the course list price for organizational group purchases. This pricing is applicable for an organization purchasing a single course or multiple courses for three or more of their employees.

## Explore courses that benefit your team:

- Encourage your team to learn the basics of cancer care with **Foundations of Oncology Nursing Practice**. This course welcomes all regulated health care professionals working along the cancer care continuum.



- As a team, build your communication, assessment and symptom management skills as well as strategies for teaching patients in different hospice/palliative care settings with the **Introduction to Hospice Palliative Care** course.

- Offer your team a means of understanding the diverse learning styles of patients in order to adjust their delivery of important information accordingly, with the **Patient Teaching and Education** course.
- Support your team with a patient-centred approach focusing on best practices and strategies to enable patients with self-management and self-care methods in the course: **Cancer Survivorship: Partnering With Patients to Improve Their Experience**

## For more information visit:

[http://links.desouzainstitute.com/group\\_pricing\\_pdf](http://links.desouzainstitute.com/group_pricing_pdf)

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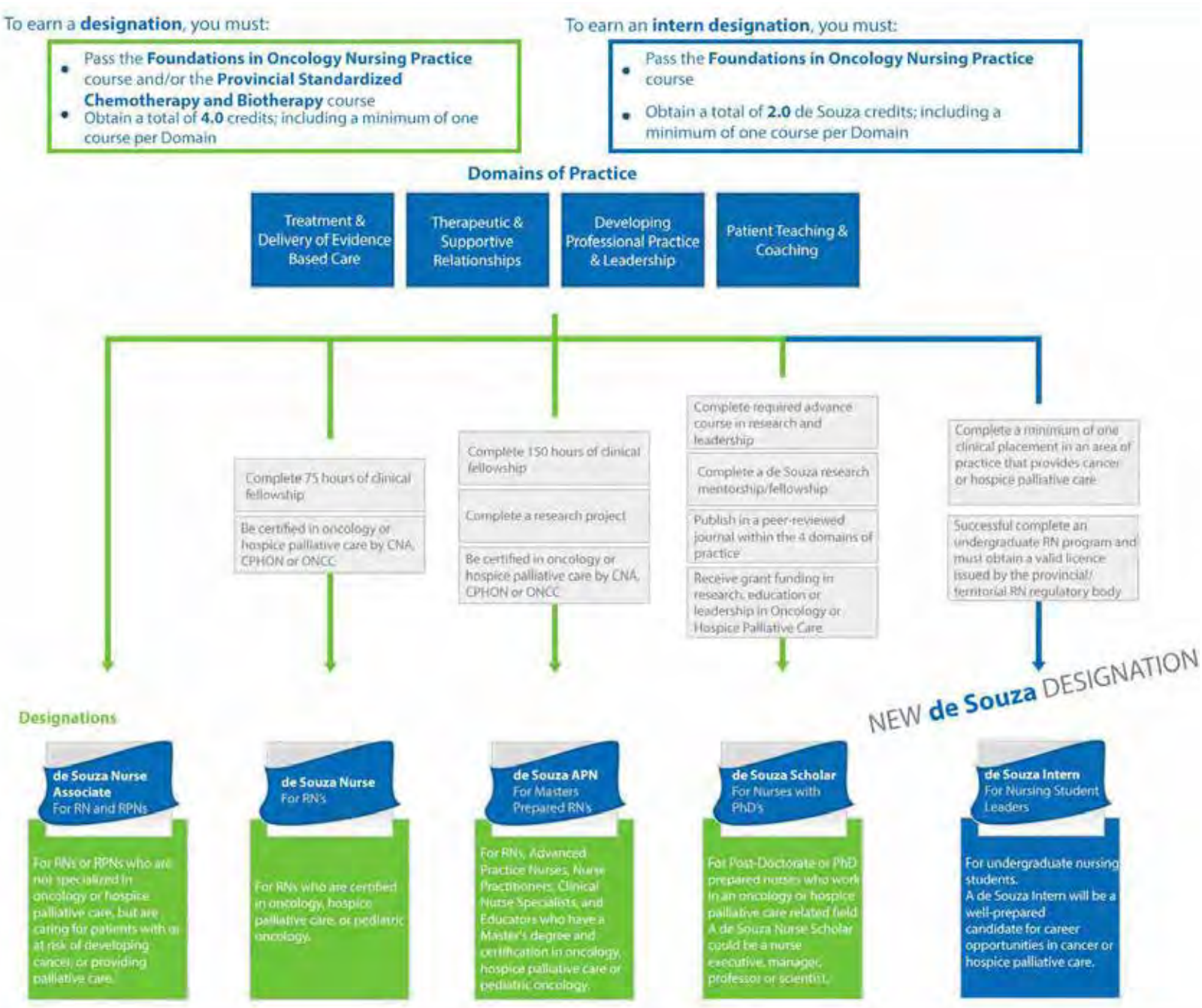
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# de Souza Designations for Nurses

de Souza offers five designations for nurses - de Souza Intern, de Souza Nurse Associate, de Souza Nurse, de Souza APN and de Souza Scholar. Recognized by nurses, employers, patients and families, policy makers and the public; the designations showcase nursing excellence in cancer care and hospice palliative care. Nurses with a de Souza designation are regarded as health care professionals possessing strong clinical, psychosocial and leadership skills and are known as lifelong learners providing excellence in nursing care.

The designations are open to all nurses across Canada that care for patients with or at risk of developing cancer. Once a designation is achieved, nurses are expected to maintain their designation through ongoing professional education and practice. Below are details on each designation:



Learn more at [www.desouzainstitute.com/designation](http://www.desouzainstitute.com/designation)



## Quality Care through Quality Continuing Education

de Souza Institute aims to inspire and empower health care professionals to provide the best cancer and hospice palliative care through education and mentorship.

With de Souza Institute, a broad spectrum of health care professionals are able to obtain the specialized skills to guide and support cancer patients throughout their journey (prevention, screening, diagnosis, treatment, survivorship and palliation). de Souza Institute courses are offered primarily online, with the occasional course through web casting or in-class.

de Souza Institute is pleased to partner with the Ministry of Health and Long-Term Care, Cancer Care Ontario and University Health Network.

[www.desouzainstitute.com](http://www.desouzainstitute.com)

# Summer - Winter 2015 Course Offerings



## Treatment & Delivery of Evidence Based Care

<b>Advanced Pain Assessment and Management</b> (0.5 credit) Participants will learn the pathophysiology of cancer pain, cancer pain syndromes and how to conduct educational and advocacy work. <b>Online &amp; Webcast</b> <ul style="list-style-type: none"><li>September 8, 2015 to November 2, 2015</li></ul>	<b>Foundations in Oncology Nursing Practice</b> (0.75 credit) This course will introduce health care professionals to essential concepts in oncology practice. This course covers breast, lung, colorectal, and prostate cancer. The content is optimized for nurses and is open to other health care professionals. <b>Online</b> <ul style="list-style-type: none"><li>June 1, 2015 to September 21, 2015</li><li>July 13, 2015 to September 14, 2015</li><li>September 14, 2015 to December 28, 2015</li><li>October 19, 2015 to February 1, 2016</li></ul>
<b>Foundations of Cancer Disease Sites - Part A</b> (0.25 credit) This course addresses leukemia, lymphoma, multiple myeloma and pediatric cancers. Foundations of Oncology Nursing Practice is a prerequisite. <b>Online</b> <ul style="list-style-type: none"><li>May 25, 2015 to July 20, 2015</li><li>September 28, 2015 to November 16, 2015</li></ul>	<b>Foundations of Cancer Disease Sites - Part B</b> (0.25 credit) This course addresses head and neck, GI, endocrine, and skin cancers. Foundations of Oncology Nursing Practice is a prerequisite. <b>Online</b> <ul style="list-style-type: none"><li>May 25, 2015 to July 20, 2015</li><li>September 28, 2015 to November 16, 2015</li></ul>
<b>Foundations of Cancer Disease Sites - Part C</b> (0.25 credit) This course addresses sarcoma, GU, gynecological and CNS cancers. Foundations of Oncology Nursing Practice is a prerequisite. <b>Online</b> <ul style="list-style-type: none"><li>May 25, 2015 to July 20, 2015</li><li>September 28, 2015 to November 16, 2015</li></ul>	<b>Foundations in Oncology for ER Nurses</b> (0.5 credit) This course was developed to address the issue of cancer patients presenting to the ER with pending/diagnosed oncologic emergencies. <b>Online</b> <ul style="list-style-type: none"><li>June 1, 2015 to September 21, 2015</li><li>September 28, 2015 to November 16, 2015</li></ul>
<b>Introduction to Hospice Palliative Care</b> (0.25 credit) Participants will build their communication, assessment and symptom management skills as well as strategies for teaching clients in different hospice/palliative care settings. <b>Online</b> <ul style="list-style-type: none"><li>July 20, 2015 to August 31, 2015</li><li>October 5, 2015 to November 9, 2015</li></ul>	<b>Management of Dyspnea</b> (0.125 credit) A course-collaboration between Cancer Care Ontario and de Souza Institute, which aims to guide understanding of the emotional and pathophysiological aspects of dyspnea, as well as day-to-day strategies. <b>Online</b> <ul style="list-style-type: none"><li>October 26, 2015 to November 30, 2015</li></ul>
<b>Provincial Standardized Chemotherapy and Biotherapy</b> (1.0 credit) This course is designed to build nursing knowledge and skills in chemotherapy and biotherapy administration and care. Participants must be Registered Nurses with vascular access device competence. <b>Online &amp; In-Class</b> <ul style="list-style-type: none"><li>August 31, 2015 to November 9, 2015</li></ul>	<b>Radiation Oncology</b> (0.5 credit) Participants will learn: how radiation therapy works, its implications on the patient, different treatment methods, treatment side effects and a nurse's role throughout the treatment process with managing side effects. <b>Online</b> <ul style="list-style-type: none"><li>September 8, 2015 to October 26, 2015</li></ul>

## Developing Professional Practice and Leadership

<b>Chemotherapy and Biotherapy Facilitator Course</b> (1.0 credit) This course is for RNs interested in facilitating de Souza Institute's Provincial Standardized Chemotherapy and Biotherapy Course in their local organization. Provincial Standardized Chemotherapy and Biotherapy is a prerequisite. <b>Online &amp; Webcast</b> <ul style="list-style-type: none"><li>October 19, 2015 to November 9, 2015</li></ul>	<b>Introduction to Evidence Based Practice and Communication</b> (0.25 credit) This course examines the use of websites, social media and evidence based practice using online resources. <b>Online</b> <ul style="list-style-type: none"><li>May 11, 2015 to June 22 2015</li><li>September 8, 2015 to October 8, 2015</li></ul>
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## Therapeutic & Supportive Relationships

<b>Addressing Compassion Fatigue, Managing Grief and Loss amongst Healthcare Professionals</b> (0.25 credit) This course is designed to help health care professionals understand the impact of grief and loss on their practice. <b>Online &amp; Webcast</b> <ul style="list-style-type: none"><li>October 5, 2015 to December 7, 2015</li></ul>	<b>Advance Care Planning</b> (0.5 credit) This course will focus on the fundamental principles of advance care planning in a variety of settings and situations. <b>Online</b> <ul style="list-style-type: none"><li>September 14, 2015 to November 2, 2015</li></ul>
<b>Cancer Survivorship: Partnering with Patients to Improve their Experience</b> (0.5 credit) This course is suitable for all health care professionals working with cancer survivors, focusing on strategies to enable patients in self-management and self-care. <b>Online</b> <ul style="list-style-type: none"><li>May 11, 2015 to July 20, 2015</li><li>October 5, 2015 to December 7, 2015</li></ul>	<b>Psychosocial Care Education Day</b> (0.25 credit) This course aims to provide participants with the capacity to support patients and their families with their psychosocial needs as they move through the cancer system. <b>Online &amp; In-Class</b> <ul style="list-style-type: none"><li>November 9, 2015 to December 7, 2015</li></ul>

## Patient Teaching & Coaching

<b>Cancer Prevention</b> (0.5 credit) This course is designed to help health care professionals expand their knowledge of health promotion and disease prevention in a cancer care context. <b>Online</b> <ul style="list-style-type: none"><li>October 13, 2015 to December 14, 2015</li></ul>	<b>Patient Teaching and Education</b> (0.25 credit) This self-paced course is designed to help health care professionals identify learning styles of patients and adjust their delivery of information accordingly. <b>Online</b> <ul style="list-style-type: none"><li>October 26, 2015 to November 16, 2015</li></ul>
<b>Patient Navigation</b> (0.5 credit) This course is designed to help health care professionals apply the principles of navigation throughout the cancer care continuum. <b>Online</b> <ul style="list-style-type: none"><li>September 14, 2015 to November 16, 2015</li></ul>	<b>Maximizing Teaching and Communication Skills for Personal Support Workers</b> (0.0 credit) This course is designed to help Personal Support Workers identify learning styles of their clients and adjust their health and wellness teaching strategies accordingly. <b>Online</b> <ul style="list-style-type: none"><li>September 14, 2015 to October 5, 2015</li></ul>

## Certifications and Continuing Competency Support

<b>Chemotherapy Competency Maintenance</b> (0.0 credit) This is a self-paced course designed for those who have completed the Provincial Standardized Chemotherapy and Biotherapy course. Provincial Standardized Chemotherapy and Biotherapy is a prerequisite. <b>Online</b> <ul style="list-style-type: none"><li>July 13, 2015, to September 14, 2015</li><li>October 13, 2015, to December 7, 2015</li></ul>	<b>CNA Oncology Exam Study Group</b> (0.0 credit) The de Souza Oncology Study Group is a preparatory program to assist nurses preparing to write the CNA National Oncology Specialty Certification exam. <b>Online</b> <ul style="list-style-type: none"><li>November 16, 2015 to May 8, 2016</li></ul>
<b>CNA Hospice Palliative Care Study Group</b> (0.0 credit) The de Souza Hospice Palliative Care Study Group offers preparatory work to assist nurses as they study to write the CNA National Hospice Palliative Care Specialty Certification exam. <b>Online</b> <ul style="list-style-type: none"><li>January 11, 2016 to May 8, 2016</li></ul>	

\* **Note: Registration date closes two weeks before the course start date**

**Register for courses at [www.desouzainstitute.com](http://www.desouzainstitute.com)**



# External Media Package

Last Updated: May 1st, 2015



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**.



## LOCAL NEWS

■ **NIAGARA HEALTH SYSTEM:** Tammy Powell achieves standing with de Souza Institute

# Nurse honoured for her cancer work

DAVID CHERNISH

Special to Postmedia Network

When Tammy Powell started her journey to become a nurse at St. Martha's School of Nursing in Antigonish, N.S., she had never thought she would win an excellence award.

Powell, from Grimsby, is a registered nurse at Niagara Health System's Walker Family Cancer Centre and is the first Niagara nurse to achieve one of the highest designation levels by de Souza Institute.

"The de Souza nurses are symbols of oncology nursing excellence and the de Souza Institute is proud to recognize Tammy as the first oncology nurse in Niagara to receive one of these unique designations," Dr. Mary Jane Espien, director of the institute, said in a release.

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

In partnership with the University Health Network, Cancer Care Ontario and funded by Ontario's Ministry of Health and Long-Term Care, the institute provides ongoing educational support, professional development and career counselling to nurses caring for cancer patients and families. Powell was in the military in Nova Scotia before she got accepted to St. Martha's.

"I was only in for three years, but it was a good thing to do," Powell said.

She graduated from nursing in 1989 and has been a nurse ever since.

Powell plays an important role in achieving the Walker centre's main priority — safe and quality care.

"I'm not in it for the glory I'm just in it to help people. This is nice, of course. It has been very rewarding and being acknowledged is nice. I've been a nurse for over 25 years and for my own self accomplishment it means the

world to me."

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

"I can't take all the credit for the designation. Without the team here none of us would get anything done so we work together and we are our own family."

Powell is passionate about nursing.

"As a nurse, we get to experience many different areas. I started in emergency care and you find out what you enjoy doing. I enjoy helping cancer patients and I love coming into work every day."

Powell says being an oncology nurse is worthwhile, knowing she's up to date as much as she can be for her patients.

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.

"From our side of the coin, we don't look at cancer as a disease. Yes, the patients have cancer, but cancer doesn't rule your life. Nowadays it doesn't."

Powell added so many people are now moving on from cancer she will do anything to help them along their journey.

"Niagara patients are receiving high-quality cancer care by nurses who

are dedicated and committed to our patients," said Derek McNally, Niagara Health System executive vice-president of clinical services and chief nursing executive.

Powell plans to continue to care for her cancer patients.

"It means a lot to me, this clinic has been around for 30 years. The cancer centre is new but the chemo clinic has been around for years. To know people can get that care here in Niagara means the world to me."



DAVID CHERNISH/SPECIAL TO POSTMEDIA NETWORK

Tammy Powell, the first Niagara Health System nurse to the first Niagara nurse to achieve one of the highest designation levels by de Souza Institute, stands by the St. Catharines hospital gong, which patients are encouraged to hit once they have finished their last treatment at the Walker Family Cancer Centre.

## SPECIAL NOTICE

**IF YOU CURRENTLY OWN OR HAVE IN YOUR HOUSEHOLD ANY OF THE FOLLOWING MODELS**

- 2005-2010 CHEVROLET COBALT
- 2006-2010 PONTIAC SOLSTICE
- 2006-2011 CHEVROLET HHR
- 2007-2010 PONTIAC G5
- 2005-2006 PONTIAC PURSUIT
- 2003-2007 SATURN ION
- 2007-2009 SATURN SKY

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Dr. Mary Jane Esplen, Director of de Souza Institute, contributes as a Guest Columnist (on page 12) on "The Urgent Need to Address Palliative Care"

<http://www.desouzainstitute.com/files/resources/RPN%20Journal%20Winter%202015.pdf>

## 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)

*(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.*



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



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/>.

April 2015 – Coverage on Tammy Powell: “Niagara nurse receives prestigious award”

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**Niagara nurse receives prestigious award**  
Posted on 4/16/2015 11:05:00 AM by 610 CKTB News



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




Tammy Powell, a registered nurse at the Walker Family Cancer Centre, plays an important role in ensuring safe and quality care.

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[http://www.niagarahealth.on.ca/en/news/details/nhs-oncology-nurse-obtains-first-prestigious-de-souza-designation-in-niagara#.VS\\_IDn7KQ8k.facebook](http://www.niagarahealth.on.ca/en/news/details/nhs-oncology-nurse-obtains-first-prestigious-de-souza-designation-in-niagara#.VS_IDn7KQ8k.facebook)




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### NHS Oncology nurse obtains first prestigious de Souza designation in Niagara

Thursday, April 16, 2015 in [News](#)

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 [NHS Nurse Obtains Prestigious Designation](#)

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Tammy 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," says Dr. Mary Jane Espien, Director of de Souza Institute.

Tammy 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," says 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."

The Globe and Mail – April 7<sup>th</sup>, 2015

Oncology Nursing Day Video featuring de Souza Nurse, Pat Cotman from Princess Margaret

Hospital <http://fw.to/mHe75MK>



<http://www.insidehalton.com/news-story/5461149-de-souza-nurses-symbolic-of-oncology-care-excellence/>

## De Souza nurses symbolic of oncology care excellence



### De Souza nurses symbolic of oncology care excellence

photo courtesy of Joseph Brant Hospital

*Jo Brant nurse Joy Dooley, who has her de Souza biotherapy certificate, works with cancer patients such as William Ward to help them through their cancer care journey.*

#### Burlington Post

One day, Dr. Mary Jane Esplen hopes that de Souza nurses will be as well known in Canada as Macmillan nurses are in the United Kingdom.

“Everybody in the UK knows what a Macmillan nurse is and I’d like to see that in Canada,” said Esplen, executive director of Toronto’s de Souza Institute.

It was created by the province in 2008, in partnership with Cancer Care Ontario and the University Health Network, to support nurses who care for cancer patients

De Souza nurses are symbolic of oncology nursing excellence, explained Esplen.

Cancer care today requires a sophisticated set of specialty-crafted skills, everything from how to deliver chemotherapy, to pain management and survivorship issues that are part of the result of having cancer and its treatments, she said.

With hundreds of new cancer diagnoses every day across the country, there is an increased demand for specialized nurses with oncology training, she said.

Online de Souza courses are drawn from the Canadian Association of Nurses in Oncology competencies standards for specialized oncology nursing practice, said Esplen.

“We do our best to offer a dynamic course calendar that gives nurses a range of options on how to complete their course work at a timeline that is convenient to them.”

Among the top courses taken by nurses throughout Halton Region – those who work in hospitals as well as within private nursing organizations – are chemotherapy and biotherapy, oncology foundation and patient teaching and education.

For the full de Souza designation, nurses have to complete a 75-hour clinical fellowship over and above the course work.

Of the more than 6,000 de Souza “learners” across the province, there are 45 in Oakville, 28 in Milton and almost 60 in Burlington.



Every nurse working in chemotherapy clinics in Ontario has to take the de Souza chemotherapy and biotherapy course before they can administer chemotherapy to patients, said Esplen.

“Because of that, chemotherapy in this province is delivered consistently safely and with high quality. Such workforce training ensures that cancer patients can expect the same high quality of chemotherapy treatment, regardless of where they live.”

At Joseph Brant Hospital, nurses are required to take the de Souza standardized chemotherapy and biotherapy course so they understand the importance, mechanism and safe handling of the drugs used to treat the disease, in addition to a patient-centred approach to cancer treatment, said Erin Jamieson, Jo Brant’s manager, oncology clinic, palliative and ambulatory care.

The specialized skills offered by de Souza assist Jo Brant nurses in guiding patients and their families through their cancer care journey, said Jamieson.

“Their advanced knowledge and expertise enables them to handle cancer-specific situations such as reactions to chemotherapy medications, managing anxiety and fears, pain and other symptoms,” she said.

“These enhanced skills translate into safe and effective care, built from specialized knowledge, experience and clinical judgment. Patients often say that they are treated like family by each staff member in the oncology clinic at Joseph Brant Hospital.”

For the first five years of its existence, de Souza funding was solely focused on nursing, but the institute now offers courses to those in all health disciplines such as social workers, personal support workers (PSW), psychologists and chaplains, said Esplen.

While the more than 6,000 learners come from across Ontario, de Souza is hoping to go national in the future, she added.

It’s important to give nurses the tools to deal with the difficult challenges of their jobs, to keep them motivated and resilient, said Esplen.

“There are more and more challenges, there is more and more care needed, more cutbacks, they have to be more efficient.”

Cancer patients also say they have benefited from de Souza nurses being involved in their care, said Esplen.

“Most cancer patients will tell you of experiences they were less than satisfied with. Cancer is an emotionally based, stressful illness. There are high levels of anxiety and depression and you can’t just refer everybody to a psychiatrist or psychologist. We have to do better in managing patients all through the cancer system, whether they’re coming in for surgery or going home.

“De Souza nurses are not just task oriented. We want them to know how to have very difficult conversations, how to lead sensitive discussions around advanced care planning, how to assess if a family is not coping well. We want them to do better in those areas.

“Patients want to be involved in their care, they want the best approach and they want to make sure that their whole healthcare team is knowledgeable in the latest practices.

They don’t want to be treated like a tumour, they want to be treated like a whole person; they’re not interested in just having tasks done,” said Esplen.

# Oncology nursing leaders: Developed through specialized learning and direct practice

By Jumana Nuri, Jiahui Wong and Deyan Kostovski

**M**ore and more Canadians are living with cancer and the complexity of their care continues to steadily increase. Health care professionals all across the country are being confronted with the challenge of staying current with the latest advancements in cancer and palliative care, and having the confidence to deliver the high quality care that is expected of them.

The de Souza Institute is proving to be an extremely valuable resource for care givers, cancer patients and their families. Since its inception in 2008, de Souza has provided ongoing educational support and career counselling to thousands of nurses across Ontario and in 2013, the mandate was expanded to include other health care professionals, such as pharmacists, social workers and therapists.

What is so special about de Souza is how it combines theoretical course work with a clinical fellowship. The courses are organized in four domains: Treatment and Delivery of Evidence Based Care, Therapeutic and Supportive Relationships, Developing Professional Practice

and Leadership, and Patient Teaching and Coaching. In order to obtain a de Souza Designation participants must complete at least one course from each of the four domains and a 75 hour clinical fellowship.

The most recent de Souza Nurse Designates include Tammy Powell, Christine Hipgrave and Valrie Hursefield.

As a registered nurse with over 25 years of experience, Tammy works in St. Catharines at the Niagara Health System and has witnessed the increased demand for cancer care in her community. The Niagara Health System redevelopment expanded the range of cancer services that are now available in the Niagara Region. Tammy's de Souza experience has equipped her with the skills and confidence required for the new chemotherapy program in St. Catharines.

In Barrie, radiation oncology nurse Christine Hipgrave will use her de Souza training that included a clinical fellowship at Princess Margaret Cancer Centre and Simcoe Muskoka Regional Cancer Centre to promote a holistic approach to cancer care for patients receiving radiation therapy and introduce a survivorship model for patients and families.

Valrie is a Clinical Nurse Educator from Etobicoke General Hospital, she is a strong



Christine Hipgrave is a radiation oncology nurse at Princess Margaret Cancer Centre and Simcoe Muskoka Regional Cancer Centre.



Valrie is a Clinical Nurse Educator from Etobicoke General Hospital.

advocate for incorporating palliative care approaches in acute care hospitals. Valrie recognized the challenges health care providers face with outlining advance

care planning strategies or understanding the latest evidence in palliative care approaches. To remedy this, Valrie leveraged her de Souza experience to develop an interdisciplinary staff training program that incorporates advance care planning

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The Chang School offers part-time degree completion programs in Health Information Management and Health Services Management, a post-diploma BScN degree for registered nurses, and professional certificate programs in Advanced Nursing Leadership and Management; Advanced Safety Management; Advancing the AODA: Principles and Practices of Accessibility; Community Engagement, Leadership, and Development; Food Security; Gerontology; Health Informatics; Health Services Management; Health Studies; Mental Health and Addictions; and Occupational Health and Safety.

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discussions with patients and families during their admission.

These are only three shining examples of the impact that de Souza is having on care givers and their patients. Technology has helped advance the way in which we care for patients and it has also opened the door in how nurses and other health care professionals can invest in their professional development.

"All health care professionals are challenged to keep pace with new evidence and approaches to treatment," said Dr. Mary Jane Espen, Director of de Souza Institute. "These recent 'de Souza designates' are health care professionals who despite years of experience, recognize the need for ongoing updates and training in order to deliver quality care, and are held in high regard."

Irrespective of where you live and work, it could be a rural area or an urban centre, it could be a regional cancer centre or an acute care hospital, continuing education is the key to addressing the complexity of cancer care.

de Souza courses are available on line and cover a full range of cancer care topics, from cancer prevention and treatment to palliation and survivorship. The online course calendar outlines the various enrolment opportunities, enabling health care practitioners to choose the courses they want and when they want to complete them. Accessing evidence based and clinically relevant educational materials is at your fingertips and only a few clicks away.

For more information visit [www.desouzainstitute.com](http://www.desouzainstitute.com) 

Jiahui Wong is Manager, Curriculum and Program Evaluation and Jumana Nuri is business development assistant at The de Souza Institute. Deyan Kostovski is a media and PR specialist.



## New scholarship at Trillium Health Partners

**L**ong-time Mississauga resident Maria Racioppo was honoured with a very special birthday present on Monday when over 100 members of her family gathered for a surprise tribute.

Known for her extremely generous spirit and passion for education, Mrs. Racioppo's family decided to honour their matriarch with a special scholarship for employees of Trillium Health Partners, where she had worked for over 14 years.

To date, the family has raised close to \$500,000 for the scholarship, led by a \$100,000 donation from Dr. Dante Morra, Mrs. Racioppo's nephew, and who is Chief of Staff of Trillium Health Partners.

"We are extremely proud to partner with the Foundation to establish the Maria Racioppo Scholarship for Integrative Care at Trillium Health Partners," says her son, Carlo. "This hospital is very dear to our mother's heart. Here, she worked hard


and loved every minute. She understood how vital a hospital is to a community and how every single person who works there has a role to ensure every patient is treated with kindness and compassion."

The Maria Racioppo Scholarship will be a yearly endowment that will support innovative, integrated health care thinking and collaboration from all levels of Trillium Health Partners' staff.

Winners will have the opportunity to share and conduct applied research towards implementing one of their own innovative ideas – inspired by their interaction with patients – that will advance patient-centred care at Trillium Health Partners. With special research and innovation time at the hospital's Institute for Better Health, winners will also have the opportunity for mentorship and collaboration with the Institute's research and innovation experts.

"Maria is our family's matriarch and

performed much self-sacrifice to provide for her family and ensure that they had opportunities of discovery that were unavailable to her," says Dr. Morra. "The Maria Racioppo Scholarship honours my aunt's vision and pioneering spirit, and recognizes her courage and commitment to future generations of her family so that they could have the freedom to choose their professions and achieve excellence in their chosen endeavours."

"The Foundation is very proud to play a role in launching a truly innovative and important scholarship program with far reaching benefits," says Steve Hoscheit, president and CEO of Trillium Health Partners Foundation. "The creation and endowment of this scholarship is a tangible example of how Trillium Health Partners is leading the way in the delivery of comprehensive, high quality effective, patient-centred health care into the twenty-first century – and beyond. 

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Ryerson University's G. Raymond Chang School of Continuing Education offers several health-related courses and programs for professionals seeking to advance their health careers. These dynamic and innovative learning opportunities can help you launch your career in some of Canada's most in-demand health care jobs. Courses are offered in formats that meet the needs of your busy lifestyle.

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October 2014

Healthscape – Cheryl Latondress, de Souza Nurse Associate Designate Media Coverage:

<http://www.healthscape.ca/Pages/leadership-10092014-firstRPNDedeSouza.aspx>



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## First RPN in Ontario to Earn the de Souza Distinction

October 09, 2014

Posted in **LEADERSHIP**

It takes a special person to watch over patients with a terminal illness; at Georgian Bay General Hospital one of those special people is Cheryl Latondress.

Cheryl, a palliative care nurse, is the first Registered Practical Nurse (RPN) in Ontario to receive a Designation from the de Souza Institute.

Cheryl completed more than 150 hours of continuing education in cancer/palliative care to earn the prestigious de Souza Nurse Associate Designation. This Designation showcases advanced knowledge and expertise in palliative care.



"We are very proud of Cheryl and her accomplishment," said GBGH President and CEO Karen McGrath. "Cheryl is one of the stars here at our hospital and has a long list of achievements including being the recipient of a Board Award of Excellence for her role in helping us to bring to fruition our Neegaan Naabwag (Looking into The Future) Healing Room. I think it is safe to say everyone at GBGH is proud to have someone like Cheryl as a colleague."

The de Souza Institute was established in 2008 in partnership with the University Health Network, Cancer Care Ontario and funded by Ontario's Ministry of Health and Long-Term Care, and provides ongoing educational support, professional development and career counseling to nurses and other health care professionals caring for patients and families living with a life threatening illness such as cancer. Cheryl's designation provides her with advanced knowledge and expertise in cancer and/or palliative care from managing symptoms of a life threatening illness, providing care coordination and emotional support, to assisting patients and family in making treatment decisions for optimal end-of-life care.

"Palliative care is my passion. I am proud to receive my de Souza Designation and to be the first RPN in Ontario to receive it is a great honour," said Cheryl. "My new-found knowledge from de Souza Institute will certainly be a valuable asset."

Cheryl enrolled in the program three years ago. Many of the courses were available online which allowed her to continue working.

"Cheryl Latondress is a role model for all RPNs across Ontario," said Dr. Mary Jane Esplen, Director of de Souza Institute. "With her specialized de Souza training and Designation, Cheryl is providing patients at Georgian Bay General Hospital the best palliative care."

Cheryl has been nursing for almost 30 years and continues to provide excellent palliative care and support.



<http://www.ehospice.com/canadaenglish/ArticleView/tabid/10678/ArticleId/12566/language/en-US/View.aspx>

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De Souza Institute Celebrates World Palliative Care Day By Honouring De Souza Advanced Practice Nurse in Palliative Care

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**de Souza Institute, an innovative centre of learning dedicated to improving cancer care by supporting excellence in oncology nursing, would like to celebrate World Palliative Care Day by recognizing registered nurse Valrie Hursefield of William Osler Health System with the distinct honour of being the third de Souza Advanced Practice Nurse (APN) in Ontario.**

de Souza Designation is recognized by nurses, employers, patients and their families, policy makers and the public as a symbol of cancer care nursing excellence. de Souza Institute offers four designations - de Souza Nurse Associate, de Souza Nurse, de Souza APN and de Souza Scholar.

Valrie Hursefield, a Clinical Nurse Educator in Palliative Care Medicine at William Osler Health System, had been working towards her de Souza Nurse Designation since 2011. In obtaining this designation, she successfully accomplished her CNA palliative care specialty certification, earned 4.0 de Souza course credits, and completed 150 hours of a clinical fellowship, focusing on the development of advance care planning provider training material and a patient education booklet. These materials will be routinely utilized in clinical services at William Osler Health System, supporting greater patient involvement in health care delivery and ensuring that patient values guide all clinical decisions.

"I am truly passionate about positively influencing patient care outcomes and ensuring patients have exceptional experiences," said Valrie. "This designation has provided me with in-depth knowledge and experience so that I can provide expert consultation to other nursing staff and implement patient care improvements."

To date, 6000 nurses have participated in de Souza Institute courses and workshops. In just over six years, the Institute has resulted in an 80 percent increase in nurses achieving specialized certification in oncology and hospice palliative care.

"de Souza Institute congratulates Valrie on being the third de Souza APN in Ontario," said Dr. Mary Jane Esplen, Director of de Souza Institute, "By earning the de Souza Nurse Designation, Valrie is ensuring that patients at William Osler Health System have access to the best quality care."

Valrie is joining fellow colleagues, Lollita Rahaman and Komal Patel, in receiving her APN designation. It is to be noted that all three de Souza APNs come from William Osler - this is a testament to the organizational commitment to workforce training, support and continuously striving for high quality care at William Osler.

The demand for nurses with expert skills in health care is continuing to grow. Over the next 10 years, Ontario will see a 40 percent increase in the number of people living with cancer; many of them will require specialized palliative care in hospitals and in the community.

"We are proud of Valrie's accomplishment," said Joanne Flewwelling, Executive Vice President, Clinical Services and Chief Nursing Executive, William Osler Health System. "The need for high-quality palliative care services in our community is growing and we value having highly experienced and qualified nurses at our hospitals providing exceptional care to our patients."

For further information about de Souza Institute visit [www.desouzainstitute.com](http://www.desouzainstitute.com).



# CANADA BOUND IMMIGRANT

## Canadian nursing designations set the bar higher



Komal Patel, Audrey Cianfarani and Lollita Rahaman were among nurses recognized during National Nursing Week

In partnership with Cancer Care Ontario, University Health Network and the Ministry of Health and Long-Term Care, de Souza Institute created the Designation program in 2009.

Created by a government initiative, de Souza Designates have the advanced skills and expertise to provide the best care possible to cancer patients and their families.

The Designation showcases advanced knowledge and expertise in cancer and palliative care.

There are four types of Designations available to nurses based on their level of practice: de Souza Nurse Associate, de Souza Nurse, de Souza APN and de Souza Scholar.

Lollita Rahaman and Komal Patel from William Osler Cancer Centre are the first master prepared Registered Nurses (RN) in Ontario to receive a de Souza APN Designation.

The de Souza APN Designation is the most difficult to obtain of the four Designations offered by de Souza Institute.

Rahaman and Patel have completed 150 hours of continuing education at de Souza Institute and earned the de Souza APN Designation.



Both also completed 4.0 de Souza course credits in cancer/palliative care, a clinical fellowship and an extensive research project. This Designation showcases their specialization in cancer care knowledge.

Audrey Cianfarani, a RPN from William Osler Health System, Etobicoke site, is the tenth de Souza Designate.

"My de Souza Designation means that I am privileged to have knowledge and understanding that is current, relevant and up-to-date," she said. "The Designation enhances effective communication for patients and families and that is of the utmost importance to me. The other elements of our nursing care becomes easier to facilitate and implement as a result."

"These 10 de Souza Designates represent nursing excellence in palliative care and cancer care" said Dr. Mary Jane Esplen, Director of de Souza Institute.

"With their Designation, each nurse is not only ensuring patient safety but the latest in pain management and supportive emotional care."

de Souza Institute provides continuing education to nurses and other health care professionals caring for cancer or palliative care patients. Now, patients can rest assured that they are getting the same level of care in rural Ontario, as they are in downtown Toronto.

To-date, de Souza Institute has reached nearly 6,000 nurses across Ontario. Within this group, there are special nurses who have worked towards the prestigious Designation.

To obtain a Designation, a nurse must study 150 hours of de Souza course and in some cases, do a clinical fellowship and/or research project.

"Our nurses play an integral role in the lives of our patients, their families and the community," said Matthew Anderson, President and CEO, William Osler Health System.

"We regularly hear stories about how our nurses have gone above and beyond to ensure our patients have exceptional experiences at Osler. National Nursing Week is the perfect time to celebrate these achievements and honour the men and women who deliver patient-inspired health care without boundaries."

This year's awards recipients include:

**Nursing Management Award:** Joy Fitzgerald and Manjit Budwal.

**TD Bursary in Clinical Excellence and Professional Development:** Cathy Renaud, Nima Desai and Maria Tello

"We are enormously proud of the accomplishments of all of our nurses and award winners," said Joanne Flewwelling, Executive Vice President, Clinical Services and Chief Nursing Executive, William Osler Health System.

"Our nurses are there every step of the way as our patients make their ways through their hospital and health care experience. Thanks to their compassion, knowledge, positivity and boundless energy, we can provide high-quality care to our community. We are so thankful for all they do."

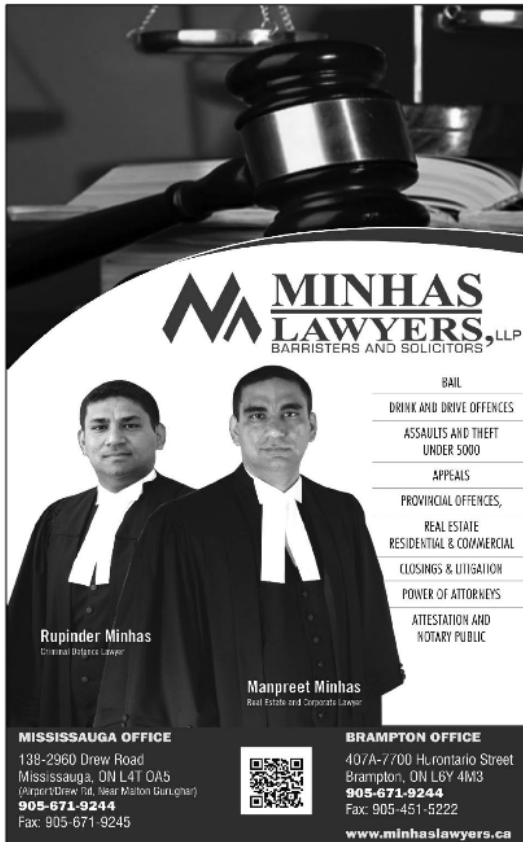
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VOL. 10 - ISS. 49 • FRIDAY, MAY 23, 2014 • TEL. 905-673-9929

मारुतम मेयर ट्रैक स्कारपिटी और कौविल के सक्स्टों ने बी नए प्रोजेक्टों का उद्घाटन किया।  
ये दोनों प्रोजेक्टों से जनता को काफी सुविधा होगी।

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विलियम ओस्टर हेल्थ सिस्टम ने मेडनारी नर्सों को नेशनल नर्सिंग सफाई के बीच सम्मानित किया।

## पेराशूट हादसे में मारी गई महिला को मशीनरी में हुई थी गड़बड़ महसूस

टोरंटो के उत्तर को और 29 वर्षीय महिला पेराशूट हादसे में मारी गई महिला को मशीनरी में कोई गड़बड़ महसूस हुई थी। यह जानकारी पेराशूट स्कूल आफ टोरंटो की चीफ इंस्ट्रक्टर में कोई बिजनेस महसूस हो रही थी और उसने अपने इमरजेंसी कार्डवाई करते अपना आरंभित पेराशूट खोलने की कोशिश की पर वो पूरी तरह खुल नहीं सका।

पेराशूट के लिए कोई नया चेइस नहीं था बल्कि वे पिछले सात साल से यहाँ आ रही थी और वे अब तक 250 बार जंप लगा चुकी थी। उसने 5,500 फीट की ऊँचाई से अपने बुआप्रेड के सामे जहाज से छल मारी थी। वीक रिजल पुलिस को इस हादसे के संबंध में 7:40 बजे फोन आया। महिला के नाम को प्रकाशन नहीं किया गया है और उसकी लाश वेल्डविन एयरपोर्ट नजदीक टाउन ऑफ जॉर्जिया के ओल्ड होमस्टैंड रोड से मिली। उसकी मौत पर ही मुकदमा चला दिया गया।

ऑफिस ऑफ चीफ कोरेनर द्वारा हादसे की जांच की जा रही है और विशेषज्ञों एवं चरमदीय गवर्नर्स के ब्रान लिए जा रहे हैं।



## ‘Super nurses’ take pressure off cancer specialists, patients

**KAT SIENIUC**

The Globe and Mail

Published Friday, May. 16 2014, 7:55 PM EDT

Last updated Friday, May. 16 2014, 7:59 PM EDT

Two in five Canadians will develop cancer in their lifetimes and one out of four will die from it, according to the latest data from Canadian Cancer Statistics.

In 2000, cancer was the fourth-most-expensive disease in Canada, costing the health-care system \$2.6-billion to treat.

Emotional costs also take a toll on patients as they deal with the fear and anxiety of trying to understand their disease and treatments.

Involving nurses more deeply in patient care can help patients who have questions about the details and side effects of therapy or about prognosis, as well as provide reassurance and take some of the pressure off specialists. To practise in cancer and palliative care, however, most cancer centres require nurses to undergo advanced and specialized training.

Komal Patel said she was motivated to upgrade her qualifications because she felt she would be better prepared to address patients' questions. "Patients are constantly asking questions," she said. "If I hadn't been taking courses, I'd have to [tell them] 'Okay, I'll come back to you.'"

Ms. Patel, a nurse at Brampton Civic Hospital, was one of three nurses who became designated as a de Souza certified advanced-practice registered nurse in Brampton on Thursday night during the province's Nursing Week.

The de Souza model, offered at the de Souza Institute, started in 2008 and involves coursework and workshops that include evidence-based treatments, professional development, and patient coaching, and has a heavy focus on teaching nurses how to listen and talk to their patients about their emotional concerns.

Ontario has seen a rise in specialty training programs dedicated to enhancing nurses' skills in oncology and palliative care including courses through the Princess Margaret Cancer Centre, where 500 cancer nurses have undertaken a 14-week orientation plus two years of specialized oncology course work during their residency.

"It allows for the most appropriate care for the patient that they're looking after," said Simonne Simon, the advanced practice nurse educator at Princess Margaret.

The Canadian Nurses Association gives a specialty certification for oncology nurses through a series of tests, but they don't provide any training.

Wen Huang graduated from nursing school in 1990 and said she felt she didn't know enough to give her patients the answers they needed.

"I've been out of school for so long," she said. "The patient would ask me what's going to happen to me now, like after surgery, and I [found] that I [didn't] know a lot about what's happening."

Mary Jane Esplen, the executive director of the de Souza Institute and a professor at the University of Toronto, says she sometimes uses the word "super nurse" to designate these professionals.

Tracey DasGupta, the director of interprofessional practice at Sunnybrook Health Sciences Centre and a specialized oncology nurse, said that she's seen a trend toward patients being more aware and knowledgeable of their conditions because of easy access to information on the Internet.

"There is an expectation that patients and the health-care team will be equal partners," she said. "So we all need to be up to date with the most information and to be able to answer those questions and to know where to go for answers if we don't have [them]," she said.

Nursing week is May 12 to 18 in Ontario.

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## Area hospitals mark National Nursing Week

Mississauga News  
By Peter Criscione

MISSISSAUGA — At times it's a thankless job, but nurses play a huge part in the lives of patients who depend on them everyday.

Nurses at area hospitals were honoured for their hard work as part of National Nursing Week, May 12 to 18.

In Brampton, William Osler Health System treated nurses to breakfast, vendor fairs, information sessions and the popular nursing gala where hospital staff received award recognition.

This year's gala, held at Pearson Convention Centre in Brampton, honoured Osler nurses and nursing teams who have gone above and beyond in their roles.

Meanwhile down the road in Mississauga, Trillium Health Partners held similar events and awards ceremony to honour



### William Osler winners

*Dr. Mary Jane Esplen, Director of de Souza Institute (left) and Joanne Flewelling, Executive Vice President, Clinical Services and Chief Nursing Executive, William Osler Health System present Komal*

4/4



## CKCO- CTV Kitchener





## Midland nurse earns palliative-care designation



Midland Mirror

MIDLAND – Cheryl Latondress, a registered practical nurse at Georgian Bay General Hospital, is the first RPN in Ontario to receive a designation from the de Souza Institute.

Latondress completed more than 150 hours of continuing education to earn the prestigious de Souza Nurse Associate designation, which signifies expertise in palliative care.

“We are very proud of Cheryl and her accomplishment,” hospital president and CEO Karen McGrath stated in a press release. “Cheryl is one of the stars here at our hospital, and has a long list of achievements.”

The de Souza Institute was created by the provincial government in 2008 to provide health-care professionals with advanced knowledge and expertise in cancer and/or palliative care.

Latondress has been a nurse for almost 30 years. She enrolled in the program three years ago, taking many of the courses online to allow her to continue working.

“Palliative care is my passion,” she said. “My newfound knowledge from de Souza Institute will certainly be a valuable asset.”

## Midland nurse earns palliative-care designation



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