

Professional Advisory Committee

Annual Report of the Health Disciplines



Committed to Excellence.
Dedicated to Discovery.

2023-24

St. Joseph's
Healthcare  Hamilton



Professional Advisory Committee Report Overview

The Professional Advisory Committee (PAC) is an **interdisciplinary decision-making committee** with a **mandate to advance and support professional practice** at St. Joseph's Healthcare Hamilton (SJHH). Professional practice is the application of knowledge, skill and judgment reflecting the scope of practice of a health care profession. Professional practice is based on principles of ethical behavior to promote excellence in patient care and includes clinical practice, education and research. The mission, vision, and values of SJHH guide the members of the PAC.

Vision:

“As leaders in professional practice we are committed to making a difference in people’s lives through collaboration, accountability, and integration of excellence in professional practice that promotes clinical care, education and research across St. Joseph’s Healthcare.”

The **PAC is comprised of twenty health professional disciplines**. The disciplines include regulated professionals recognized under the Regulated Health Professions Act or the Social Work and Social Service Work Act, and unregulated professionals that have provincial or national standards of practice. Each discipline has a Professional Practice Lead (PPL).

In 2023-24, the PAC and Professional Practice Leads focused their work on the priorities of SJHH inclusive of the three corporate priorities of: **culture, safety, retention and healthcare worker wellness, staffing and recruitment, and managing capacity to support high quality care**. Specific examples of initiatives included: collaboration in developing and implementing integrated team based models of care, introduction of new health professionals in response to the availability of health human resources, maximizing scopes of practice in response to legislative changes or enhancing patients care, and celebrating health professionals’ commitment to their work within SJHH. In addition, the PAC continued to collaborate with internal and external colleagues, organizations and academic affiliates to support and /or lead initiatives within **clinical service** consistent with ministry and regulatory college directives, to stimulate and support **research** advancing care, and promote our **educational** mandate inclusive of developing new partnerships.

The report highlights the accomplishments of the PAC during the period of April 1, 2023 to March 31, 2024. Discipline specific achievements have been compiled by the Professional Practice Leads for your review.

If you have any comments or questions, we would be pleased to speak with you.

Jane Loncke and Andrea McKnight, Co-Chairs, PAC
Monica Alderson, Vice-Chair, PAC

PAC Leadership

Below summarizes PAC Leadership and our Professional Practice Leads (PPL) in 2023-24.

Position	Name	Health Professional Discipline
Co-Chair	Jane Loncke	Speech-Language Pathology
Co-Chair	Andrea McKnight	Nursing
Vice-Chair & PPL	Monica Alderson	Occupational Therapy
PPL	Kari Whitelaw	Addiction Services
PPL	Bonnie Reaburn-Jones	Audiology
PPL	Helen VandeMark	Clinical Nutrition
PPL	Jackie Evans	Diagnostic Services
PPL	Denis Rabbat	Dialysis Technology
PPL	Magda McCaughan	Kinesiology
PPL	Susanne Maia-Castellan	Medical Laboratory Technology
PPL	Fiona Wilson	Peer Support
PPL	Angela Wright	Pharmacy
PPL	Magda McCaughan	Physiotherapy
PPL	Mary Basalygo	Polysomnography
PPL	Joe Pellizzari	Psychology
PPL	Leslie Brooks/ Kelly Hassall	Respiratory Services
PPL	Jimena Silliker	Social Work
PPL	Bonnie Reaburn-Jones	Speech-Language Pathology
PPL	Keith Metcalfe	Spiritual Care
PPLs	Sandra Berzaitis-Smith/ Susy Marrone	Therapeutic Recreation
PPL	Bruno DiFranco	Vocational Services

PAC Subcommittees & Leads

Education	Monica Alderson
Legislation	Natalie Childs
Polices & Procedures	Bonnie Reaburn-Jones
Research	Joe Pellizzari

Skin and Wound	Brittany Patterson / Leanne Bradbury
Falls Prevention	Barb L'Ami / Frances Garner
Information Transfer	Andrea McKnight/ Jimena Siliker

THANK YOU & BEST WISHES TO THESE LEADERS

We sincerely appreciate the leadership and contributions of these Professional Practice Leaders to their health professional discipline & the Professional Advisory Committee.



Erin Doherty, RN BScN MEd DNP
Co-chair, Professional Practice Lead
Nursing



Helen VandeMark, RD
Professional Practice Lead
Clinical Nutrition



Julia Bayadinova, NP
Subcommittee Lead
Legislation



Leslie Brooks, RRT, MAppSc
Professional Practice Lead
Respiratory Services



Susy Marrone, PPA, SRT
Professional Practice Lead
Therapeutic Recreation, Charlton





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PAC Achievements: April 2023 to March 2024

Focus	Summary
 <p>Strategic Plan</p>	 <p>Committed to Excellence. Dedicated to Discovery. Strategic Plan 2025 Vision</p> <p>The Professional Advisory Committee (PAC) continued to align our priorities and initiatives with the Strategic Directions and 3 priorities of St. Joseph's Healthcare Hamilton. Highlights are included below.</p>
 <p>Caring</p>	<ul style="list-style-type: none"> • Led the updates, required communication and associated training for 6 Required Organizational Practices, Accreditation Canada. • Continued consultation with health professionals about Process for Responding to Requests for Medical Assistance in Dying (MAiD) with 2 professional practice representatives joining the MAiD Steering Committee • Continued collaboration on the development and implementation of integrated models of care • Continued approvals of delegation of controlled acts and medical directives to advance patient care • Oversight of clinical work led by 3 PAC subcommittees: Skin & Wound, Falls prevention, Information Transfer • Endorsed new corporate projects with interprofessional impact inclusive of Medication Carts, Infusion Pumps
 <p>Learning</p>	<p>Education</p> <p>Clinical Education</p> <ul style="list-style-type: none"> • Continued key leadership roles on the Education Operations and Executive Education Committees, and implemented necessary associated practices (see Interprofessional Education Report for details) • Contributed to the development of the Strategic Plan for the Department of Education and Learning • Member of Steering Committee and Health Human Resources Subcommittee, Western Ontario Academic Health Sciences & Hospital Education Network • Endorsed reciprocity for health professionals and learners regarding Dovetale training with Hamilton Health Sciences <p>Formal Education</p> <ul style="list-style-type: none"> • Promoted health professional academic appointments with affiliated learning organizations with > 100 appointments <p>Research</p> <ul style="list-style-type: none"> • Continued facilitation of Research Awards promoting novice and experienced research endeavours

PAC Achievements: April 2023 to March 2024

Focus	Summary
 <p>Leading</p>	<p>Leadership</p> <p>Health Human Resources Leadership</p> <ul style="list-style-type: none"> • Contributed to the organization wide performance review tool inclusive of health profession specific competencies • Advised on the health professional matrix tool for use during staffing redeployment and volunteer callouts. <p>Clinical Leadership</p> <ul style="list-style-type: none"> • Continued leadership of the Enhanced Extern and Supervised Practice Experience Programs; over 40 clinical externs have transitioned to nursing and other health professional roles within SJHH. <p>Professional Practice Leadership and PAC Committee</p> <ul style="list-style-type: none"> • Welcomed and supported onboarding of 2 Professional Practice Leaders • Updated Terms of Reference • Welcomed representatives from Ethics and Digital Solutions as ex-officio members • Maintained Professional Practice representation and participation on the corporate committees of Medical Advisory, Patient Experience, Quality and Safety, Fiscal Advisory, Patient and Family Advisory, Informatics Advisory, Education Executive, People Culture and Workplace Safety, Pharmacy and Therapeutics
 <p>Building</p>	<ul style="list-style-type: none"> • Forwarded “welcome letters” to all new hires, sharing the role of the Professional Advisory Committee and contact information for the Professional Practice Leaders. • Congratulated 90 health professionals with work anniversaries of 25, 30, 35, 40 & 45 years at SJHH • Reviewed Engagement Survey results, with incorporation of relevant areas for attention within Professional Practice Council annual plans • Offered forum for discussion and sharing of experiences of professional practice challenges inclusive of but not limited to continuity of care, methods of communication, professional image, respect for health professional decisions • Provided Professional Practice/PAC orientation to newly credentialed Professional Staff • Embraced Equity, Diversity and Inclusion initiatives inclusive of providing reflections on the Land Acknowledgment Statement at the beginning of PAC and Professional Practice Council meetings

Interprofessional Education

Subcommittee/Coordinator Achievements

- Collaborated with other Academic Placement Leads to complete Affiliation Agreement renewals, and specifically updates and amendments as follows:
 - ◊ Cambrian College – addition of Medical Laboratory Technologist (with corresponding stipend agreement)
 - ◊ Anderson College – addition of Medical Laboratory Technologist Hybrid, Medical Laboratory Assistant/Technologist (with corresponding stipend agreement)
 - ◊ Fanshaw – addition of Social Service Workers
- Modified NIRV build for current classifications of learners to automate standard requirements
- Collaborated with PPLs for Occupational Therapy, Physiotherapy and Digital Solutions to ensure correct requirements for Rehabilitation Assistant learner placements
- Reviewed and implemented processes for recording placement withdrawals, incomplete placements and change in placement dates in NIRV
- Collaborated with other Academic Placement Leads to create an algorithm to determine the appropriate lead for new learner types
- Re-affirmed N95 mask fit needs for all learners and processes for those who do not have this coordinated through their academic institutions
- Collaborated to coordinate Dovetale reciprocity for learners trained through Hamilton Health Sciences within NIRV onboarding
- Automated unpaid learner checklist process as part of NIRV requirements
- Reviewed and updated Learner Policy

Number of Learner Placements

Health Professional Discipline	Number of Learners	Health Professional Discipline	Number of Learners
Addictions	5	Physiotherapy	20
Audiology	9	Pharmacy	18
Clinical Nutrition	5	Psychology	40
Dialysis Technical	1	Respiratory Therapy	4
Diagnostic Services	17	Social Work	36
Medical Laboratory Technology	16	Speech-Language Pathology	10
Nursing	>400	Therapeutic Recreation	13
Occupational Therapy	26		

Interprofessional Education

Number of Job Shadowing Experiences

Fourteen job shadowing experiences were offered across the following 8 health professional groups: Diagnostic Services (1), Medical Laboratory Technology (1), Occupational Therapy (3), Pharmacy (4), Physiotherapy (1), Social Work (2), Speech-Language Pathology (1), and Therapeutic Recreation (1)

Ongoing Activities

- Participate in Education Operations Committee and Education Executive Committee
- Ongoing monitoring of HSPnet and Nirvsystem to facilitate learner readiness for placement in NIRV via communication with learner, supervisor and Professional Practice Lead
- Ongoing support to learners and staff to guide placement process by direct contact
- Liaise with Risk Management in the development of an Affiliation Agreement algorithm and a Generic Affiliation Agreement template to add flexibility to faculties seeking placements, and ongoing liaison with Risk Management as new agreements are developed

Goals

- Finalize police record check requirements for learners, and develop processes to support such for each academic institution as per discussion with General Counsel and Chief Risk & Privacy Officer
- Transition Affiliation Agreements to new template effective 2025
- Collaborate with Educations Operations Committee to update MyStJoes intranet education website for internal information access
- Continue to update/amend/develop letters of understanding as applicable to address changing needs of academic partners and payment schedules
- Continue to refine use of HSPnet and Nirvsystem for onboarding
- Establish coverage model for Academic Placement Leads, specifically related to technical aspects of NIRV and HSPnet.
- Continue to educate and support PPLs and health profession contacts in use of HSPnet and NIRV

Research

PAC Research Subcommittee

The PAC Interprofessional Research Award Program is designed to support health professionals engaging in independent research activities at SJHH. Through the generous support of the Research Institute, SJHH, these awards are aimed to foster ongoing research activity conducted by professionals from across the health disciplines, facilitate initial pilot data to support future external research funding applications, and serve as a catalyst to take new research ideas to action.

There were several submissions for the PAC Interprofessional Research Awards in 2023.

This year's winner was:

- Dr. Matthew Vandermeer (Psychology) "A Randomized Study Comparing Psychoeducation Therapy for Bipolar Disorder to Usual Care for Increasing Illness Insight"

Thank you to all the investigators who submitted proposals in this year's competition and a special thank you to all of our reviewers.

In addition, the PAC Research Committee hosted an event during the Learning Pillar Event in November 2023 entitled "Learning About Interprofessional Research: Perspectives from Recent Recipients of the Professional Advisory Committee Interprofessional Research Award Program (PAC IP)" with participants Kelly Hassall (Respiratory Therapy), Dr. Taylor Hatchard (Psychology), Neala Hoad (Nursing), and Dr. Emily MacKillop (Psychology).

Recent research publications based on projects funded from the PAC Interprofessional Research Program are as follows:

- **Enhancing end of life care on general internal medical wards: The 3 Wishes Project.** BMC Palliative Care. 2023 Feb 14;22(1):11 (Project: N. Hoad - Engagement of Interprofessional Staff for Expansion of the 3 Wishes Project)
- **The Transcending Protocol: A Cognitive-Behavioral Approach for Addressing the Psychosocial Impact of Minority Stress in Transgender and Gender Diverse Individuals.** Journal of LGBTQ Issues in Counseling. 2023, 17(1), 57–76 (Project: T. Hatchard - Transcending Barriers: Cognitive-Behavioural Therapy to Address the Impact of Minority Stress Among Transgender and Gender Diverse (TGD) Youth – a Proof-of-Concept Study)
- **Point-of-care ultrasound training for respiratory therapists: A scoping review.** Can J Respiratory Therapy. 2022 Mar 7;58:28-33 (Project: K. Hassall - A Novel Point of Care Ultrasound Curriculum Development for Canada's Respiratory Therapists)

Policies and Procedures

Policy and Procedure Update

Reviewed and updated 14 PAC or joint PAC/Medical Advisory Committee policies as follows:

- 008 PAC Registration Policy for Regulated Health Professionals
- 016 PAC Entering a Patient's Home to Retrieve a Patient's Belongings
- 036 MED-Verbal/Telephone Orders for Procedures, Treatments, Medications, Diagnostics, and Interventions
- 129 MED Provision of Medication Samples to Patients/Substitute Decision Makers
- 134 MED Medication Administration Times
- 139 MED High Alert Medications
- 140 MED Narcotics, Controlled Drugs and Targeted Substances
- 141 MED Medication Reconciliation
- 154 MED Safe Medication Orders
- 155 MED Pharmacist Adaption, Renewal and Suggested Medication Orders at St. Joseph's Healthcare Hamilton
- 157 MED Medication Related Clinical Alert Policy
- 158 MED Naloxone Kit Dispensing
- 159 MED Drug Diversion
- 169 MED Automated Dispensing Cabinets

Reviewed and contributed to a number of policies or protocols in the domains of corporate, administration, occupational health and safety, human resources and medical as follows:

- 060 ADM Consent to Treatment
- 029 ADM Biomedical Waste Disposal and Biomedical Waste Safety
- 161 ADM Standard of Practice for Transitions at St. Joseph's Healthcare Hamilton
- 057 ADM Patient Identification for Registration and Treatment
- 030 HR Professional Image Standard
- Protocol for Facilitating Inpatient's Exploration of Pregnancy Options During a Prolonged Admission
- Client Patient Support Services: Role, Requests and Evaluation

Addiction Services

KARI WHITELAW
Professional Practice Leader (Charlton, King, West 5th)

Scope of Practice

Supporting and empowering people to achieve their well-being goals through collaboration. Addiction Workers act as a bridge and navigators to supports, knowledge, information and service. A wide range of services are provided for patients at all stages of change and include harm reduction, pharmacological treatments, and include services and education for family members.

Addiction Workers role includes increasing capacity of other healthcare professionals throughout the organization and the larger system to provide integrated care and decrease stigma towards persons who use substances.

Number of Members of Discipline:

SITE	FTE	POSITION
Charlton	3.5	Addiction Attendants, Senior Addiction Attendants, Community Support Counsellors – Addiction Specialists
West 5th	9.5	Addiction Attendants, Senior Addiction Attendants, Community Support Counsellors – Addiction Specialists
Offsite	31	Addiction Attendants, Senior Addiction Attendants, Community Support Counsellors – Addiction Specialists

Major Achievements

CARING

Clinical Practice:

- Facilitated conversation and awareness of the stigma surrounding people who use substances, their support networks and service providers
- Implemented Mindfulness Recovery to better meet the needs of clients in action/maintenance stage of change
- Enhanced outreach strategies to build relationships with organizations in the community and provide addiction and mental health support to individuals
- Continued to support hospital Emergency Department diversion in partnership with Hamilton Paramedic Services
- Modified website and other descriptive materials to be inclusive of transgender and gender non-conforming clients

LEARNING

Education:

Clinical Education

- Social Service Worker students and Registered Social Work students
- Concurrent Disorder placement students
- Addiction Studies students
- Clerical and high school co-op students

LEARNING

Education Continued...

Formal Teaching

- McMaster Neurobiology of Disease, Department of Psychology, Neuroscience and Behaviour
- Mohawk College Community Services Field Preparation Workshop
- Mohawk College – Concurrent Disorders Program
- Mohawk College – Justice Program
- Concurrent Disorders 101 delivered to over 200 students in grades 10-12

Internal Education

- Concurrent Disorders and Stigma Education
- Naloxone Training and Distribution, Harm Reduction Supplies
- “Time is Now” presented at Grand Rounds
- Mental Health & Addictions Program Rounds: Addiction Services, Trauma Education

Research:

Addiction Workers are critical participants in:

- Progress and Outcome Monitoring – Peter Boris Centre and Homewood Research Institute

BUILDING

Staff:

- Social Work Degree attained
- Acceptance and Commitment Therapy Certification completed
- Trauma Certificate Wilfred Laurier University attained

Professional Practice Development:

- Emerging Leaders Program Indigenous Cultural Safety Training
- The Canadian Centre on Substance Use and Addiction's Issues of Substance conference attended
- Addiction Care and Treatment University of British Columbia certification
- Trauma Informed Practice and the Opioid Crisis
- Connecting: A Guide to Using Harm Reduction Supplies as Engagement Tools
- Understanding Harm Reduction Principles and Practice
- Dialectal Behavior Training skills group facilitation
- Cognitive Processing Therapy training

LEADING

- Organized and offered in collaboration with Hamilton Public Health harm reduction supplies across the discipline areas for better accessibility and encourage individuals to use safely and feel comfortable talking about their substance use
- Offered a drop-in clinic which allows clients who may have missed appointments to connect regarding medication concerns in a consistent and low-barrier manner

LEADING Continued...

- Created a new waiting room in Concurrent Disorders Outpatient programs with resources to meet the needs of individuals accessing the service

External Activities:

Presentations

- National Conference CAEH23 Halifax – Youth Substance Use Program Provides Dignity to Young People Who Use Substance
- How to Support Individuals Living in Supportive Housing and Using Substances – Harm Reduction Approach
- Overdose Awareness Day
- Crisis Intervention Team Training at Hamilton Police Services

Committees

- Mohawk College Social Service Worker Program Advisory Committee
- Mohawk College Concurrent Disorders Program Advisory Committee
- Hospital Shelter working Group
- Homeless Individuals and Families Information System Superusers Working Group
- Woman Abuse Working Group
- Hamilton Emergency Shelter Operators Coordination Table
- Overdose Awareness Day
- Women’s Housing Planning Collaborative Steering Committee and Service Coordination Committee
- Women’s Advisory to the Hamilton Police Chief
- Hamilton Police Service and Emergency Shelter Communication Protocol Committee
- Helping Ourselves through Peer Support and Employment
- Human Service and Justice Coordination Committee

Major Initiatives for 2024/25:

CARING

- Investigate new ways to integrate Peter Boris Centre Automated Screening Tool into measurement-based care

LEARNING

- Provide professional development opportunities to enhance healthcare workers’ knowledge, skills, and abilities
- Participate in Canadian Society of Addiction Medicine
- Develop Core Skills and Knowledge Training for Withdrawal Management

BUILDING

- Continue to advocate and enhance harm reduction distribution across organization

LEADING

- Continue to build on collaborations within and externally to provide better pathways and transitions

Audiology

BONNIE REABURN-JONES, Reg CASLPO
 Professional Practice Leader (Charlton)

Scope of Practice

The practice of audiology is the assessment of auditory function and the treatment and prevention of auditory dysfunction to develop, maintain, rehabilitate or augment auditory function and communicative functions.

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	2.0	1.4	Audiologists
	0.6		Communication Disorders Assistant

Major Achievements

CARING

Clinical Practice:

- Received 2023 Hamilton Spectator Readers’ Choice Gold Award for Audiology Services and the Platinum Award for Hearing Services
- Received 2023 Hamilton Spectator Readers’ Choice Platinum Award for Audiologist - Janet Carter
- Received 2023 Hamilton Spectator Readers’ Choice Gold Award for Audiologist- Suzanne Melanson
- Continued to offer virtual appointments for hearing aid adjustments
- Highlighted Audiology Services during June is Seniors’ Month and International Day of Persons with Disabilities



Learning

Education:

Clinical Education

- Provided monthly one-day Audiology observational placements to Speech-Language Pathology learners, McMaster University, Masters in Applied Health Science learner, Western University, and high school co-op learners

Formal Teaching

- Hosted a virtual audiology field trip for Speech-Language Pathology learners, McMaster University

Internal Education

- Offered observational opportunities for Residents, Otolaryngology Program, SJHH

BUILDING

Staff:

- One Audiologist celebrated 25th year anniversary as a St. Joseph's Healthcare Hamilton employee

LEADING

External Activities:

Committees

- Member of Hamilton Region Speech Language Pathology and Audiology Council (HRSLAC)

Major Initiatives for 2024/25:

CARING

- Complete education in new hearing technology to provide most up-to-date options for our patients
- Continue to offer virtual appointments for hearing aid adjustments
- Maintain no-show rate at less than 10%

LEARNING

- Provide monthly one day Audiology observational placements for Speech-Language Pathology learners, McMaster University
- Participate in Virtual Field Trip for Speech-Language Pathology learners, McMaster University

Clinical Nutrition

HELEN VANDEMARK, RD
Professional Practice Leader (Charlton, King, West 5th)

Scope of Practice

The practice of dietetics is the assessment of nutrition and nutritional conditions and the treatment and prevention of nutrition related disorders by nutritional means.

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	10	7	7 FTE Registered Dietitians 7 PTE Registered Dietitians 3 FTE Dietetic Assistants 1 PTE Dietetic Assistant
King	1	2	Registered Dietitians
West 5th	6	8	Registered Dietitians
Offsite		2	1 PTE Registered Dietitian 1 PTE Dietetic Assistant

Major Achievements

CARING

Clinical Practice:

- Received approval, educated and implemented the new Medical Directive titled : Medical Directive for Adult Inpatient Oral Diets, Food Allergies and/or Enteral Tube Feeding by a Registered Dietitian
- Continued collaboration with Special Care Nursery to ensure timely and accurate delivery of specialized infant formula powder
- Added Registered Dietitian services to the outpatient Gastrointestinal Clinic
- Collaborated with nursing and medicine on development of a Chyle Leak order set
- Developed/updated educational materials: Top 10 Keys to Success After Bariatric Surgery and Pre-Surgery Low Fat Diet Instructions.
- Collaborated with nursing on Dovetale enhancement for the Tube Feeding and Feeding Tube Lines, Devices and Airways (Flowsheets) to reduce free text documentation
- Implemented Dovetale enhancement to integrate protein powder orders into the nursing task list to improve compliance

CARING

Clinical Practice Continued...

- Participated in the Thoracic Surgery Retreat and collaborated with several disciplines in the development and implementation of the Esophagectomy Enhanced Recovery After Surgery protocol
- Developed and received approval of the submission to Pharmacy & Therapeutics for the addition of SMOF Kabiven High Nitrogen parental nutrition solution as a option in dialysis patients receiving Interdialytic Parenteral Nutrition (IDPN)
- Developed and implemented an IDPN order set

LEARNING

Education:

Internal Education

- Monthly nutrition education to ICU medical residents
- Presentation titled Patient Education and Preparation for DS/SADI at the Laparoscopic Duodenal Switch Course for Bariatric Surgeons/Fellows
- Presentation at rounds on Entuzity and Pregnancy Planning
- Presentation to endocrinology fellows re: carb counting, nutrition and case studies to endocrinology fellows at Diabetes Boot Camp
- Member of Kidney Urinary Conference Planning Committee

Research

- Supporting the BRAVE Study (Bariatric Surgery for the Reduction of cArديوVascular Events Feasibility Trial) by completing nutrition assessments and dietary intervention as part of the study care plan



BUILDING

Staff:

- 1 Dietitian achieved Certified Dietitians Educator (CDE) designation and 1 Dietitian achieved CDE renewal
- 1 Dietitian achieved Certificate of completion for course titled 4 Seasons of Reconciliation from First Nations University of Canada
- Presentation on renal nutrition to new nursing staff on inpatient nephrology program

BUILDING Continued...

Internal Education:

- Presentation on enteral and parenteral nutrition in Critical Care for new training nurses in the CCORE Education training for critical care nursing

Professional Practice Development:

- Presentation to colleagues on polycystic kidney disease
- 1 Dietitian enrolled in the 2023-2024 cohort of Emerging Leaders Program
- 1 Dietitian completed Crucial Conversation course for informal leaders

LEADING

External Activities:

Presentations

- Presentation on Nutrition Support at the McMaster Critical Care Day
- Presentation on Healthy Eating/ Canada's food guide to New Voice Club, a support group for previous laryngectomy patients

Committees

- Professional Practice Lead member of provincial Clinical Nutrition Action Group (CNLAG)
- 2 Dietitians are members of the Canadian Association of Nephrology Dietitians



Major Initiatives for 2024/25:

CARING

- Finalize approval, develop communication plan and implement a Medical Directive for the Initiation, Modification, Discontinuation of Adult Total Parenteral Nutrition by Registered Dietitians

LEARNING

- Finalize and submit a research proposal to assess the effects of intermittent fasting in the inpatient mental health population

BUILDING

- Develop infant formula ordering process within Dovetale to improve timeliness and accuracy of formula preparation in the Special Care Nursery
- Establish role of Dietitian in the Pediatric Clinic

Diagnostic Services

JACKIE EVANS, BSc, BEd, MRT(R)(MR)
Professional Practice Leader (Charlton, King, West 5th)

Scope of Practice

The practice of Medical Radiation Technology and Sonography is the use of prescribed forms of energy such as ionizing radiation, electromagnetism, and high-frequency soundwaves for the purposes of diagnostic and therapeutic procedures. The Technologists are responsible for evaluating images and data relating to the procedures and assessing an individual before, during, and after the procedure.

Cardiology Technology involves the non-invasive testing and monitoring of the functioning of the human heart under various conditions, the provision of basic patient care during these procedures, and the assessment and programming of implantable cardiac devices.

All Technologists are committed to providing a safe environment to deliver quality patient and family-centered care, engage in interprofessional collaboration and live life-long learning to ensure optimal patient outcomes.

EMG electromyography, (Registered EMG technologist). Under the guidance of a Neurologist, provides nerve conduction studies to support the diagnosis of neurological and neuromuscular diseases. EEG technician-provides care and services to demonstrate brain wave activity for diagnosis of seizures, traumatic brain injuries and neurological disorders.

Number of Members of Discipline:

SITE	FTE	POSITION
Charlton/ King/W5	110	Medical Radiation and Imaging Technologists, Diagnostic Medical Sonographers, Cardiovascular Technologists, Cardiovascular Technicians, Echo Sonographers.

Major Achievements

CARING

Clinical Practice:

- Encouraged staff with skills in multiple modalities to utilize and maintain these skills to better serve our patients and grow our services

Learning

Education:

Clinical Education

- Radiography accepts approximately 5 learners from the degree program at Mohawk/McMaster. There are 2 intakes per year. Clinical practicum 1 students that are with the department, focusing on orientation and new skill building from May-July. We then welcome another group of learners that are with the department from September until April. During that session they focus on improving skills, gaining confidence, and working with more complex exams and patients.
- MRI (Magnetic Resonance Imaging) welcomes learners most semesters. They will work with the team for 16 weeks. Typically, these learners come from another imaging modality and are taking a 2nd discipline program. We are looking forward to possibly starting to receive learners from the new 1st discipline program starting at the Michener Institute. These learners will have a variety of backgrounds and will participate in a much longer clinical placement to ensure that they are able to not only perform exams but also ensure that they have all the skills required to safely care for our patients.

LEARNING

Education:

Clinical Education Continued...

- The Ultrasound Department receives learners routinely as well. These students come during multiple stages of their training to learn the practical skills to go along with their didactic training. They can work in the Fontbonne area to enhance their obstetrics/gynecology scanning as well as work in the main Charlton department to gain experience in general ultrasound exams.
- The Nuclear Medicine/Positron Emission Technology (PET) Department is very excited to be accepting its first full time student from the Michener Institute, starting in May 2024. This is a great addition as we currently have a need for these technologists.
- Learners come to Cardiology to train as Cardiovascular Technologists or Echo Technologists. These learners could come as junior or senior learners to prepare them for working in the field.

Formal Teaching

- We have technologists who are contract teaching currently for the Mohawk/McMaster programs. 3 MRI technologists teach in their MRI Program and one in the Radiography Program.

Internal Education

- The Cardiology Department welcomes Anesthesiology residents and Periop fellows who are looking to learn focused views in echocardiography to be able to provide patient treatment.
- Additionally, we have Radiology residents, Radiology fellows, as well as Nuclear Medicine fellows. These learners will work with our physicians and technologists throughout the department. Radiology residents also shadow technologists, so they can understand what technologists do daily.

Research:

- The MRI Imaging Research Centre participates in approximately 20 active studies per month. The 4 MRI research technologists are Good Clinical Practice, Health Canada Safety Division 5, and Research Privacy trained. The technologists assist in protocol development, creating a standardized, reproducible imaging study, this supports quality and best practice in research imaging.
- The PET department currently has approximately 10 active studies. These help to identify, diagnose, and monitor treatment responses.
- Technologists and Radiologists are involved in acquiring and reporting imaging studies across multiple modalities to support the many research initiatives here at St. Joes as well as external community partners.



BUILDING

Internal Education:

- Radiation safety and MRI safety continues to be provided to staff across the organization

BUILDING

Professional Practice Development:

- Lunch and learn sessions are provided routinely to staff. These allow staff to be educated in new technologies, procedures and opportunities available
- Rounds are provided and attended by staff in multiple modalities across the department

LEADING

- In mammography, there have been some technological advancements. These have been incorporated to enhance the patients' experience and move them through the breast care pathway more smoothly and efficiently. We have introduced new state of the art breast imaging technology designed to locate and target cancers regardless of the patient's breast density, which can reduce visibility of cancers when using standard 2D mammography. We have introduced: Digital Breast Tomosynthesis (3D technology), Contrast Enhance Spectral Mammography, Contrast Enhance Biopsy, Dueta (patient-assisted compression device) as well as, PowerLook PRO with iCAD (utilization of advanced Artificial Intelligence by the Radiologists).
- Ultrasound has added the Invenia ABUS (automated breast ultrasound system) to their department. This machine can help patients with dense breasts receive additional imaging information to work with mammography to increase breast cancer detection.
- The PET Department provides care and is expanding services to include cardiac sarcoid, viability and endocarditis imaging. The PET Department has worked collaboratively with departments throughout SJHH as well as regionally with the teams at HHS to prepare to accept sedated, pediatric patients for imaging.



Major Initiatives for 2024/25:

CARING

- The CT department has been selected to be one of the centres providing lung screening to patients requiring these procedures. We will also start accepting breast screening patients aged 40-49 in the fall of 2024.

LEARNING

- The Interventional Radiology team is working to provide Peritoneal Dialysis catheter insertion in the Interventional Angiography suites.

BUILDING

- Diagnostic Services will be adding new state of the art equipment throughout the department in 2024/25. Two new fluoroscopy suites will be installed starting in the spring of 2024. A new, replacement Radiography suite will be installed in the emergency department in spring 2024 followed by a CT scanner coming in summer 2024. In the fall of 2024, construction will then begin on a replacement for the existing Interventional Radiography suite as well as one of the current CT scanners.
- There is also an upgrade of the MRI scanner at W5th to make it state of the art.

Dialysis Technology

DENIS RABBAT
Professional Practice Leader (Charlton, King)

Scope of Practice

The Clinical Nephrology Technologist maintains and services dialysis equipment, provides technical support to patients, nursing, and medical students; Initiates, monitors, and discontinues dialysis treatments, in collaboration with RNs within a shared care model; Services and maintains Dialysis equipment in patients' homes; Functions as a renal perfusionist and coordinator for kidney transplants; and is responsible for ministry reporting of all program activities.

The Non-Registered Technician is responsible for the setup and priming of hemodialysis treatments, in-center and in acute settings. Ensures the accuracy of data capture for ministry reporting of all program activities on a monthly basis; and through the DTC role, is responsible for tracking patient movement throughout their journey within the program.

Number of Members of Discipline:

SITE	FTE	POSITION
Charlton	30	Clinical Nephrology Technologist Non-Registered Nephrology Technician Data Traffic Controller (DTC) Senior Nephrology Technologist Quality Coordinator ADS-11 (Administrative Assistant)
King	21	Clinical Nephrology Technologist Non-Registered Nephrology Technician Senior Nephrology Technologist
OFFSITE:		
Ohsweken	4	Clinical Nephrology Technologist Non-Registered Nephrology Technician
Brantford	4	Clinical Nephrology Technologist Non-Registered Nephrology Technician

Major Achievements

CARING Clinical Practice:

- Redesigned and reintroduced Nocturnal dialysis program at Charlton
- Expanded services at Ohsweken by increasing hours and site accessibility with the introduction of a 3rd shift to make dialysis more accessible to those in the area
- Received a donation of 15 dialysis machines for a dialysis unit operating on the Caribbean island of St. Kitts and Nevis; a week of time, skill and expertise by a technologist were also donated to ensure the machines were in top operating order after they arrived
- Processed, rather than disposed of, retired equipment to provide funds to endow a patient's comfort fund



SIX NATIONS DIALYSIS AT THE SIX PINES WELLNESS CENTRE

LEARNING

Education:

Clinical Education

- Participated in the Kidney Fair for 1st year medical students, expanding on various aspects of Dialysis Technology
- 3rd year Biomedical Engineering Technology Students 2 month Co-op placement



**TECHNOLOGIST LEADING AN
EDUCATIONAL SESSION**

Formal Teaching

- Provided regular guest instructors for the Durham College Biomedical Engineering Technology program
- Participated in Take You Kids to Work Day introducing grade 9 high school students to the field of medical technology

Internal Education

- Provided education and orientation to new staff, physician learners and other health disciplines on various aspects of dialysis equipment

Research

- Part of 'Dialmag' research initiative; study aims to quantify and qualify the effect of magnesium levels in dialysate fluid with the incidence of muscle cramping during hemodialysis treatments

BUILDING

Professional Practice Development:

- Canadian Association of Nephrology Nurses and Technologists (CANNT) membership; continue to contribute to the national recognition of the work of dialysis technologists

LEADING

- Sustainable Dialysis initiative: currently in the data collection phase but aiming to minimize waste and reduce resources used throughout the dialysis program with current areas of focus: waste and garbage generating at the Ohsweken site with cooperation of Environmental Services Department and, assessing the opportunity to reduce frequency of routine bloodwork drawn for hemodialysis patients. Looking in the future to affect general waste, biohazardous waste, linen use, natural gas use, water use and use of electricity
- Transition home dialysis patients to a next generation dialysis machine
- Introduce technology upgrade to Peritoneal Dialysis patients dialyzing in the home; system includes clinical connectivity, allowing for remote monitoring of treatments

External Activities:

Presentations

- Presentation at CANNT 2023: "Supporting hemodialysis patients through nursing-technologist collaborative education." Exploring the effectiveness of collaborative care in passive patient learning. Using patient feedback to help identify knowledge gaps and develop new methods of patient education.

Committees

- Durham College Program Advisory Committee in the Biomedical Engineering Technology program.
- CANNT

Major Initiatives for 2024/25:

CARING

- Maintain equipment recycling to build resources available for dialysis patients

BUILDING

- Replace existing water treatment system for King St. Dialysis Unit

LEADING

- Continue progress of Sustainable Dialysis initiative



***MACHINE DECOMMISSIONING FOR PATIENT
COMFORT FUND***

Kinesiology

MAGDA MCCAUGHAN, PT
Professional Practice Leader (Charlton, King, West 5th)

Scope of Practice

A Kinesiologist is a health care professional who applies exercise and movement science to promote, maintain, rehabilitate or enhance movement, performance and well-being.

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton/West 5th/King	1		Chronic Pain Clinic
		2	Stay Well Program
	1		Wellness

Major Achievements

Involvement and integration of kinesiology in interdisciplinary care in collaboration with pain physicians and pain psychologist whereas this is unavailable in most community pain clinics. Celebrated 25 years of the SJHH based Stay Well Program.

CARING

Clinical Practice:

Chronic Pain Clinic

- Collaborated with pain physicians during interdisciplinary team assessment
- Completed assessment by pain physician referral and assessment intake following pain history and physical functional abilities
- Facilitated and lead Self-Management for Chronic Pain class, Movement Therapy class, Chronic Pain Orientation session.
- Provided functional customized exercise program for the chronic pain population
- Provided individual therapy sessions inclusive of active movement therapy guidance and to facilitate functional recovery
- Undertook individualized treatment planning based on assessment at initial consultation visit to provide most appropriate treatment recommendations.
- Completed falls risk assessment and assessment of impact of pain on daily function, quality of life, and overall well-being
- Provided patient education about the nature of chronic pain, including the difference between chronic and acute pain and the role of central sensitization in chronic pain



CARING

Clinical Practice Continued...

Stay Well Program

- Introduced two program models (Gym and Blended) at both locations to better serve patient needs
- Recipient of the Patient Comfort Fund to fund equipment in an effort to enhance patient-centered care and comfort
- Two members on the Ambulatory Integrated Quality & Operations Council and member on the Joint Health and Safety Committee (King St).
- Team leads the publicly funded Seniors Exercise and Falls Prevention Program at SJHH – both at King and W5th campuses
- Hosted several fundraising initiatives with clients throughout the year, including the return of a winter holiday party in December 2023 (Winterfest) that served 150 clients and many community partners and sponsors



Learning

Education:

Clinical Education

- St. John Henry Newman High School students interdisciplinary job shadowing at King Campus, Stay Well Program

BUILDING

Internal Education

Stay Well Program

- Collaborated with frequent referring internal clinics to better develop patient customized exercise prescriptions for patients
- Guest Speaker for the Respiratory Rehabilitation Day Program and their patient session on Exercise Beyond Rehab



BUILDING Continued...

Professional Practice Development

- Chronic Pain Diagnosis and Management, Management of Post-Concussion Syndrome
- Soft Tissue Release certification
- Concussion Symptoms and Evaluation, Integrative Treatment for Chronic Pain.
- Positive Affect and Activities in Chronic Pain treatment
- Restorative Neuromodulation for Patients with Chronic Low Back Pain
- Application of Pain Neuroscience Education
- Pain in the Knee: Integrating Evidence into Patient Cases
- Sensorimotor and Proprioception for the Upper Extremity
- Stay Well Programs Staff have taken the Crucial Conversations course
- Staff maintain College of Kinesiology of Ontario standing with required credits

LEADING

- Movement Therapy drop-in class developed in Chronic Pain Clinic
- Self-Management for Chronic Pain class offered to Chronic Pain Clinic several times in a fiscal year

- Stay Well Pop-Up Events at all campuses to raise awareness of the program to other SJHH clinics
- Collaboration with the Stay Well Team to safely transition and progress chronic pain patients to organized group-based exercise classes
- Around the Bay - Stay Well Challenge established for seniors and patients not capable of participating the day of Around The Bay Race



External Activities:

Committees

- All kinesiologists are registered with the College of Kinesiologists of Ontario.
- Members of the Ontario Kinesiologist Association
- Members of the Canadian Kinesiologist Alliance

Major Initiatives for 2024/25:

CARING

- Focus on Stay Well Program expansion to mitigate waitlist

LEARNING

- Continue to develop workshop/classes to offer to chronic pain population
- Reintroduce Student Placement
- Continue to collaborate with internal clinics

BUILDING

- Collaboration with the Stay Well team for access to group-based exercise classes for chronic pain patients
- Upcoming in-session with the Stay Well team to develop customized exercise prescription for chronic pain patients

LEADING

- Continue to work with community partners to help foster relationships and sponsorships

Medical Laboratory Technology

SUSIE MAIA, MLT BTech

ROBYN WHITE, MLT, BSc (Delegate)

Professional Practice Leader (Charlton, King, West 5th)

Scope of Practice

The practice of medical laboratory technology is the performance of laboratory investigations on the human body or on specimens taken from the human body and the evaluation of technical sufficiency of the investigations and their results.

Number of Members of Discipline:

SITE	Staff	POSITION
All sites (SJHH and HHS) of the Hamilton Regional Laboratory Medicine Program (HRLMP)	384	Medical Laboratory Technologists (MLT)
	211	Medical Laboratory Assistants (MLA)
	22	Pathologists' Assistant (PA)

Major Achievements

CARING

HRLMP Program-Wide:

- External review of the HRLMP was conducted to assess the current organizational structure and capacity to ensure continued ability to provide high quality laboratory services.

Anatomical Pathology

- Continued expansion of solid tumour testing to align with updated Cancer Care Ontario (CCO) standards of care
- Implemented new analyzers in Immunohistochemistry
- Consolidated histology services from McMaster University Medical Centre (MUMC) site to Juravinski Hospital Cancer Care (JHCC) site

Clinical Chemistry and Immunology

- Consolidated Red Cell Disorders (RCD) Laboratory to Clinical Chemistry and Immunology Laboratory at Hamilton General Hospital (HGH)
- Repatriated p50 Oxygen Affinity of Hemoglobin testing
- Implemented new Sebia Capillarys 3 Instruments for HbA1C and Hemoglobin Electrophoresis testing
- Successfully implemented new Binding Site Optilite Analyzers for serum protein testing in CCI

CARING Continued....

Core Laboratory:

- Repatriated ammonia testing at SJHH, JHCC, HGH, West Lincoln Memorial Hospital
- Implemented rivaroxaban and apixaban levels at Hamilton General Hospital Core in support of the Integrated Stroke Program
- Implemented intra-operative PTH (ioPTH) testing at SJHH Core Lab to support patients undergoing parathyroid surgery

Genetic Services

- Launched new Next Generation Sequencing (NGS) panel for Familial Hypercholesterolemia (FH)
- Launched NPM1 minimal residual disease (MRD) qPCR
- Repatriated RCD tests to Genetics: TPMT, FII (PGM), FV, QPD
- Validated of Entrogen Acute Leukemia Assay V2 – new formulation of kit
- Awarded additional funding through CCO for testing related to cancer care

Malignant Hematology

- Launched Lymphocyte Subset quantitation on new BD Analyzers

Microbiology and Virology

- Initiated a laboratory-developed *Pneumocystis jirovecii* PCR testing for broncho-alveolar lavage (BAL) for testing in the immunocompromised patient with suspected PJP pneumonia
- Added penicillin KB disk testing for *S. aureus* bacteremia

Point of Care Testing

- Verified new Point of Care Devices across Hamilton Health Sciences and SJHH

Special Coagulation

- Implemented and validated Sebia Hydrasys 2 for VWF multimers
- Validated and implemented an automated assay (LIA-based) test for Protein C Antigen

Transfusion Medicine and Stem Cell Laboratory

- EPIC/Wellsky Optimization: electronic irradiated blood product request notification
- Re-located analyzer to MUMC to support pre-Op work
- Yescarta, Tecartus CAR-T commercial activation

Learning

Education:

Internal Education

- Training program for Residents/Fellows

Learning

Education:

Internal Education Continued...

- Training program for Medical Laboratory Program students:
 - ◊ Anderson College – General MLT
 - ◊ Anderson College – MLA
 - ◊ Cambrian College – General MLT
 - ◊ Michener Institute for Education at University Health Network (UHN)— General MLT
 - ◊ Michener Institute for Education at UHN — Genetics MLT
 - ◊ Michener Institute for Education at UHN — Diagnostic Cytology MLT
 - ◊ Mohawk College — MLA
 - ◊ Ontario Tech University — General MLT
 - ◊ Oulton College — General MLT
 - ◊ St. Clair College — General MLT
 - ◊ St. Lawrence College — General MLT

- Training new MLT, MLA and PAs across the HRLMP

Formal Teaching

- Clinical Coordinator, Genetics Program, Michener Institute for Education at UHN
- Clinical Coordinator, Cytology Program, Michener Institute for Education at UHN
- Clinical Coordinator, General MLT Program, Michener Institute for Education at UHN
- Clinical Instructor, Transfusion Medicine, Michener Institute for Education at UHN
- Associate Professor, Division of Hematology and Thromboembolism, Department of Medicine, McMaster University
- Adjunct Lecturer, Department of Medicine, McMaster University

Clinical Teaching

- In-services in clinical areas

Research:

- HRLMP participated in over 100 research studies in collaboration with disciplines/departments and health professionals across SJHH, HHS and beyond.

Building

Staff:

Enrollment in:

- | | |
|-------------------------------------------|-------------------------------------------------|
| • MBA programs | • LEAN program |
| • Clinical Management Certificate program | • MLA Micro-Credentials Program |
| • Quality Management Certificate program | • Graduate Certificate in Healthcare Management |

Building Continued...

Internal Education:

- Participated in nursing annual review sessions across HHS sites
- Developed of Clinical Phlebotomy Education Program

Leading

- Successful Accreditation with Foundation for the Accreditation of Cellular Therapy (FACT)
- Successful Accreditation with American Society for Histocompatibility and Immunogenetics (ASHI)

Committees

- Assessors for Accreditation Canada Diagnostics Laboratory Accreditation Program
- Board of Directors, Medical Laboratory Professionals Association of Ontario (MLPAO)
- Chair of the Royal College of Physician and Surgeons Medical Microbiology Examination Committee
- Consultants to the External Quality Assurance (EQA) division of the Institute for Quality Management in Healthcare (IQMH)
- Co-Chair, Ontario Transfusion Transmitted Injuries Surveillance System Education Committee
- Co-Chair Clinical Genetics Exam Panel, Canadian Society for Medical Laboratory Science (CSMLS)
- Committee Member, College of Medical Laboratory Technologists of Ontario (CMLTO)
- Inspectors for American Society for Histocompatibility and Immunogenetics Accreditation Program
- Member, St. Clair College Medical Laboratory Science PAC
- Member, St. Lawrence College MLT Professional Advisory Committee
- Member, IQMH Cytology Scientific Committee
- Member, Program Advisory Committee, Division of Laboratory Medicine, Michener Institute
- Member, Ontario IQMH Virology Committee
- Member, IQMH Advisory Panel

- Point of Care Testing (POCT) Advisor
- Member, Ontario Regional Blood Coordinating Network Regional Advisory Committee South Western Region
- Member, Southern Ontario Transfusion Services Network Planning Committee
- Member, Canadian Society for Transfusion Medicine – Standards Committee
- Member, Ontario Transfusion Quality Improvement Plan Steering Committee

Major Initiatives for 2024/25:

CARING

- Verification of Next Generation Sequencing (NGS) analyzers in Histocompatibility
- Verification of new automated tissue embedders for Anatomical Pathology
- Verification of new blood gas analyzers for Core laboratories and POCT

LEARNING

- Continued involvement in Medical Laboratory Technologist and Medical Laboratory Assistant/ technician programs

BUILDING

- National Medical Laboratory Week Celebrations (including educational event)
- Rapid Fire Showcase (speakers from laboratories)

LEADING

- Further development and implementation of HRLMP Strategic Plan
- Continued accreditation with:
 - ◊ Accreditation Canada Diagnostics and ISO 15189 (AC Dx)
 - ◊ ASHI
 - ◊ FACT
- Planning for the consolidation of Pathology Services to SJHH
- Point of Care Testing with SJHH, in development of a chronic kidney disease screening program for Indigenous communities

Nursing

ERIN DOHERTY, RN, DNP—Director Nursing Practice (Acute) and Chief Clinical Informatics Officer

ANDREA MCKNIGHT, MScN, DNP—Interim Director Nursing Professional Practice (Acute) and Chief Informatics officer

BROOKE COWELL, RN, BScN, MBA—Acute Mental Health and Director Nursing Professional Practice (Mental Health and Addiction Program)

Scope of Practice

The practice of nursing is the promotion of health and the assessment of, the provision of care for, and the treatment of, health conditions by supportive, preventive, therapeutic, palliative and rehabilitative means in order to attain or maintain optimal function.

Nursing Vision:

We will make a difference in the lives of those we care for, our organization, and the future of our community, through achievement of excellence in nursing and commitment to a culture of nursing innovation, empowerment, leadership, and accountability.

Number of Members of Discipline:

Discipline	Charlton	King Street	West 5	Total
CNS	4.32		3.62	7.94
NP	23.75	0.64	7.03	31.42
RN	956.05	34.24	194.90	1,185.19
RPN	310.09	14.65	163.56	488.30
Grand Total	1,294.21	49.53	369.11	1,712.85

Major Achievements

CARING

Clinical Practice:

- Worked collaboratively with our patient family advisors to successfully co-design and implement the Essential Care Partners program in a number of our clinical areas.
- Accreditation this year allowed nursing practice to work collaboratively with our other health disciplines to improve our organization practice associated policies and improve our patient-centric care.

Learning

Education:

Formal Teaching

- West 5th Inpatient Medical Services team implemented a clinical rotation for first year psychiatry residents to develop competency in managing medical comorbidities in patient with a mental health diagnosis.

Learning

Education:

Formal Teaching Continued...

- Nurse Educators participated in organizing simulation exercises for grade 11 and 12 students from across the city whose studies are focused in healthcare during Learning Pillar week
- Developed skills lab days for McMaster level 3 nursing students to complete their simulation labs on site at SJHH during their clinical time at our organizations

Nursing

Name of Staff Member	College/University	Faculty/School/ Program	Position
Adam Prieur	McMaster University	McMaster School of Nursing	Clinical Faculty
Alexandria Crowe	McMaster University	McMaster School of Nursing U of T	Clinical Faculty
Andrea McKnight	McMaster University	McMaster School of Nursing	Clinical Faculty
Betsy John	McMaster University	McMaster School of Nursing	Clinical Faculty
Brendan Carmichael	McMaster University	McMaster School of Nursing	Clinical Faculty
Carrie Bullard	McMaster University	McMaster School of Nursing	Clinical Faculty
Donna Johnson	McMaster University	McMaster School of Nursing	Clinical Faculty
Jennifer Olarte-Godoy	McMaster University	McMaster School of Nursing	Clinical Faculty
Julie Pace	McMaster University	McMaster School of Nursing	Clinical Faculty
Julie Vohra	McMaster University	McMaster School of Nursing	Clinical Faculty
Kathleen Willison	McMaster University	McMaster School of Nursing	Clinical Faculty
Kelly Holt	McMaster University	McMaster School of Nursing	Clinical Faculty
Kelly Stevenson	McMaster University	McMaster School of Nursing	Clinical Faculty
Laurie Sardo	McMaster University	McMaster School of Nursing	Clinical Faculty
Lisa Di Fronzo	McMaster University	McMaster School of Nursing	Clinical Faculty
Mary-Lou Martin	McMaster University	McMaster School of Nursing	Clinical Faculty
Matthieu Payette	McMaster University	McMaster School of Nursing	Clinical Faculty
Melissa Bock	McMaster University	McMaster School of Nursing	Clinical Faculty
Nicola Acker	McMaster University	McMaster School of Nursing	Clinical Faculty
Nicole Karki	McMaster University	McMaster School of Nursing	Clinical Faculty
Pat Ford	McMaster University	McMaster School of Nursing	Clinical Faculty
Sarah Kam	McMaster University	McMaster School of Nursing	Clinical Faculty
Sarah Zawislack	Brock University	Brock University School of Nursing	Clinical Instructor
Seonhee McDermott	McMaster University	McMaster School of Nursing	Clinical Faculty
Stephanie Stokes	McMaster University	McMaster School of Nursing	Clinical Faculty
Susan Alliston	McMaster University	McMaster School of Nursing	Clinical Faculty
Susan Ritchie	McMaster University	McMaster School of Nursing	Assistant Adjunct
Sylvia Van Eijk	McMaster University	McMaster School of Nursing	Clinical Faculty
Tanya Lysiak-Globe	McMaster University	McMaster School of Nursing	Clinical Faculty

Learning

Education:

Internal Education

Introduction of Clinical Scholar Role

- 1 Acute Mental Health
- 1 General Internal Medicine
- 1 in Critical Care
- 1 in ED
- Introduction of Dynamic Health, an online resource for nurses and healthcare professional to attain evidence-based information about core nursing competencies, transcultural care, and patient education to assist in answering clinical questions
- Assisting in the orientation and onboarding of non-regulated health professionals directed by nursing including PSWs, Mental Health Support Workers, and Clinical Externs

Publications:

- Gunka, B., Mackenzie, D., Hughes, T., Sardo, L., Bayadinova, J., Siegal D.M., Tseng E.K., Doumouras, A.G., Mithoowani, S. Pharmacokinetics of direct oral anticoagulants after bariatric surgery: A retrospective cohort study. *Journal of Thrombosis and Hemostasis*, 2023
- McDermott, S., & Dunlop-Witt, H. (2023). Improving Management of Absconson in Forensic Mental Health Through Simulation-Based Education. *Clinical Simulation in Nursing*, 82, 101443. <https://doi.org/10.1016/j.ecns.2023.101443> .
- Sardo, LA., Bayadinova, J., Jenkins, S. 'Spot the Clot' series: Treatment Considerations for Cancer Associated Thrombosis. *Canadian Oncology Nursing Journal*, April, 2023.
- McNeely, H. E., Lett, L. **Martin, M-L.**, Strong, S. Participants' Evaluation & Outcomes Following Integration of Self-Management Support into Outpatient Schizophrenia Case Management. *Int. J. Environ. Research Public Health*, 2023, 20, 3035.
- **Martin, M-L** (2023). Anger, aggression, and violence. In D. Kulyk, C. A. Peternelj-Taylor, W. Austin, M. A. Boyd (editors), *Psychiatric & Mental Health Nursing for Canadian Practice*. (5th edition). Wolter Kluwer

Posters:

- Patient Compliance with Aspirin and Rivaroxaban post Elective Joint Replacement Surgery: A Quality Assurance Initiative. Sardo, L., Bayadinova, J. Anticoagulation Forum, San Francisco, CA, April, 2023.

BUILDING

Internal Education

- Supervised Practice Experience Partnership (SPEP) Nurse Applicants: 5
- New Grad Guarantee (NGG) Nurses: 19
- Clinical externs: 85 (84 RNs and RPNs, 1 OT)
- Charge Nurse working group to standardize Charge Nurse Orientation

BUILDING

Internal Education Continued...

- 432 hours of unit-based education
- Certified 115 St. Joe's staff in Basic Life Saving (BLS)
- Lead 52 mock code blue simulations
- Collaborated on Neonatal Resuscitation training for physicians working within Women's and Infants program
- A Charge Nurse Retreat was held to promote the development and design of a formal charge nurse/team lead tool kit and competency-based orientation
- With our Nursing Grad Guarantee (NGG) investment funding Nursing Practice has been able to expand in simulation education
- Emergency nurses and critical care nurses were supported to attain their Advanced care life Support (ACLS) Designation through heart and Stroke. This year 39 nurses were certified in ACLS

Professional Practice Development

- Nursing Practice has actively engaged in activities to provide professional development opportunities to nurses at St. Joe's.
- Training began for inpatient nurses at the West 5th Campus for intravenous (IV) insertion, IV meds, and hypodermoclysis to expand the scope of the nurses currently working at that site and decrease the need to transfer patients off-site.

LEADING

- Nursing has helped lead the advancement of team-based models to support high quality care in a time of health human resource constraints.
- While team models are not new at St. Joe's and have been in use for many years in clinical areas such a hemodialysis and Seniors' Mental Health, team-based models of care have expanded to additional areas and are currently in trial or planning phase in:
 - Acute Mental Health: Nursing and Mental Health Support Workers (MHSWs)
 - Intensive Care Unit: Nursing and Personal Support Workers (PSWs)
- Nursing practice in collaboration with pharmacy successfully implemented changes to items in the cart fill, open stock item availability, and PRN access that has made a positive difference in the practice of medication administration by nurses
- Nursing lead the International Pressure Ulcer/Injury Prevalence (IPUP) survey within SJHH

LEADING Continued...

External Activities:

Presentations

- Cadieux, S., Ford, P., Wojtowicz, E., (2023, April 27) Clinical Pearls from Nurse Practitioners Working with Older Adults Across the Sectors. (Conference presentation). RAO NPIG Nurse Practitioners Institute: Illuminating Nurse Practitioner Excellence. Virtual conference.
- METRC Study, VTE Prophylaxis in Extremity Fractures, February 2024; Thrombosis Journal Club, Hamilton, Ontario.
- Cancer and VTE...Connecting the Dots, October 2023; Hematology Rounds, McMaster University, Hamilton, Ontario.
- The **EduCATE** Study: The Importance of Patient **EDU**cation on **C**ancer **A**ssociated **T**hrombosis **E**verywhere, June 2023.
- International Society of Thrombosis & Hemostasis (ISTH), Nursing Forum, Montreal, Quebec
- Spot the CLOT: Thrombosis & Cancer, June 2023; NPAO Acute Care Conference, Toronto, Ontario
- DOAC Use in LV Thrombus, June 2023; Thrombosis Nursing Journal Club, Hamilton, Ontario.
- DOAC Use in Special Populations: A Focus on Obesity & Bariatric Surgery; ISTH Academy Nursing Webinar, Virtual (Oct. 2023)
- DOAC Use After Bariatric Surgery: Too Low or Just Right? International Society on Thrombosis and Haemostasis Congress, Montreal, QC (Jun. 2023)
- Ford, P. (2023, June 16) Geriatric Assessment at your Fingertips and More. (conference presentation). NPAO Acute Care Day Virtual conference. NPAO, Toronto, Ontario.
- McKnight A. (2023, July 1) Implementing an Integrated Care Clinical Rotation for Psychiatry residents with nurse Practitioners as Supervisors. (Conference poster presentation). International Council of Nursing . ICN, Montreal, Quebec.
- **Martin, M-L.**, McNeely, H. E., Letts, L. Strong. S. Evaluation & Outcomes Following Integration of Self-Management Support for Self-support into Schizophrenia Case Management. (E-Poster Viewing Onsite & Virtual Gallery). Nurses together: A force for global health, International Council of Nurses Congress, Montreal, Canada, July 1-5, 2023.
- **Martin, M-L.**, Martin, S., Virtual Care and Therapeutic Relationships. (E-Poster Viewing Onsite & Virtual Onsite & Virtual Gallery). Nurses together: A force for global health, International Council of Nurses Congress, Montreal, Canada, July 1-5, 2023.
- **Martin, M-L.**, O'Rourke, A. F., Martin, S. Resilience to the Effects of Stress and your Action Plan. Contemplating, Correctional & Forensic Health Care: Dream, Dare and Deliver, 18th Biennial Custody and Caring International Conference on the Nurse's Role in The Criminal Justice System, University of Saskatchewan, Saskatoon, Canada, Sept 20-23, 2023.
- **Martin, M-L.** Virtual Care in Forensic Environments. Contemplating, Correctional & Forensic Health Care: Dream, Dare and Deliver, 18th Biennial Custody and Caring International Conference on the Nurse's Role in The Criminal Justice System, University of Saskatchewan, Saskatoon, Canada, Sept 20-23, 2023.
- **Martin, M-L.**, O'Rourke, F. A., Martin, S. (2023). Resilience & Your Action Plan. Canadian Clinical Nurse Specialist Association. Kelowna, Canada, May 10-12.
- **Martin, M-L.** McNeely, H., Strong, S., Letts, L. (2023). Integration of Self-management Support into Schizophrenia Case Management, Evaluation and Outcome. Canadian Clinical Nurse Specialist Association, Kelowna, Canada, May 10-12.

LEADING

External Activities Continued...

Podcasts

- CLOT Conversations: Spot the Clot, Raising awareness of cancer and VTE; Thrombosis Canada website, February 2024

Committees

- City of Hamilton Community Safety and Wellbeing Leadership Table

Major Initiatives for 2024/25:

CARING

- Evaluate and refine team-based models of care

LEARNING

- Expand opportunities for nursing-lead research; Specialized Nursing Curriculum development with McMaster University

BUILDING

- Role out and expand the redesigned nursing orientation, developing SJHH ACLS certification program

LEADING

- Alaris Pump upgrade project, Medication cart upgrade project

Occupational Therapy

MONICA ALDERSON, BSc(OT) OTReg.(Ont.)
Professional Practice Leader (Charlton, King, West 5th)

Scope of Practice

The practice of Occupational Therapy is the assessment and diagnosis of physical, emotional, social and cognitive capacity and performance, occupational demands and environmental factors and interventions to enable participation in activities of everyday life to promote and optimize health and well-being.

Number of Members of Discipline:

SITE	FTE	POSITION
Charlton	17	Occupational Therapists (OT)
	5.8	Rehabilitation Assistants
	0.8	Behaviour Supports
	2.0	Disability Coordinator
	0.5	Manager
King	2.0	Occupational Therapists
West 5th	30.1	Occupational Therapists
	2.6	Occupational Therapist Assistants
OFFSITE Satellite Health Facility (SHF)	1.6	Occupational Therapists
	2.8	Rehabilitation Assistants
Youth Wellness Seniors Mental Health	0.6	Occupational Therapist
	1.0	Niagara Outreach Occupational Therapist
	3.6	Halton Outreach Occupational Therapist
Assertive Community Treatment (ACT)	2.0	Hamilton Occupational Therapist
	1.0	Brantford Occupational Therapist
Crisis Outreach and Supportive Team (COAST)	2.0	Occupational Therapist

Major Achievements

CARING

Clinical Practice:

- Involved in quality Improvement project: VERTEX Post-acute COPD Exacerbation virtual rehabilitation
- Co-developed and piloted an 8-week Attention Deficit Hyperactivity Disorder group for patients at East Region Mental Health Services and Community Psychiatry Clinic (OT with support of Nursing)
- Participate on the Falls Committee, PAC Subcommittee
- Occupational therapists participate in quality councils for GIM, Post Acute Quality and Operations Committee
- OT participate on unit-based councils to assist with quality of care

CARING

Clinical Practice Continued...

- Participated on the Bariatric Committee to support care, equipment needs and transitions for these clients
- Co-lead and participate in the skin and wound committee
- Participated in the 2024 Hillrom International Pressure Ulcer/Injury Prevalence Survey
- Participated in Admission Avoidance Team enhancements including improving coverage and staffing, improving, and streamlining data collection, and developing interprofessional documentation tools in Dovetale
- Initiated with Physiotherapy at Charlton a documentation process to integrate documentation for Rehabilitation Assistants when they are working for both disciplines with the patient. We have achieved a new note type and are working on a template for trial.
- Collaborated with Physiotherapy at Charlton Campus to complete a pilot trial of the integration of dedicated Rehabilitation Assistant time on the acute mental health units. We have noted increased time spent with patients for rehabilitation and individual improvements noted on a case-by-case basis.
- Collaborated on O2 titration education reciprocity with Hamilton Health Sciences so therapist that works in both organizations do not require repeat training; harmonized education standards across the organizations
- Advocated for equipment needs in post-acute care for bariatric commodes that meet infection control, nursing and patient needs allowing more independent toileting
- Developed and consulted co-staff in the creation of Individualized Plans of Care
- Developed an orientation program in collaboration with Registered Nurse to introduce clients to clinic services as well as community resources and supports that can be used while waiting for initial consultation within the Women's Health Concerns Clinic in response to an extensive wait list for services
- Developed the NESTS (Nutrition, Exercise, Sleep and Rest, Time for Self and Supports) Group at the Women's Health Concerns Clinic. This is a group that follows the perinatal mental health NESTS model and offers a virtual self-care group to clients on the wait list and clients registered with the clinic. It is facilitated by OT and RN.
- Developed an exercise peer-support group ("Stroller Fit") for clients registered with the Women's Health Concerns Clinic. Participants bring their babies, engage in postnatal exercises, and have an opportunity to connect with peers

LEARNING

Education:

Clinical Education

- Supported interdisciplinary shadowing of Psychology Residents, Physiotherapy students, Nurse Practitioner Students in the Regional Respiratory Day Program
- Supported shadowing for the following: Student OTs (Occupational Therapy Program Level 1-4), Student Social Workers, potential OT students

LEARNING Continued...

Formal Teaching

- Problem Based Tutorial (PBT) MAC / PBT
- Lecture at McMaster re: PTSD and DBT
- Transfer Lab (McMaster first year students)
- Clinical appointment with McMaster School of Rehabilitation Sciences - Assistant Clinical Professor (Part time) - 1
- Clinical appointment with McMaster School of Rehabilitation Sciences - Assistant Clinical Professor (Adjunct) - 2
- OT admission interviews
- Case-based teaching provided to Clinical Clerks within the Nephrology Program
- McMaster- OTP III Clinical Skills Refresher Session

Internal Education

- Ongoing teaching of the residents and clinical clerks about the role of OT in Medicine.
- Education about oxygen titration for occupational therapists.
- Education on the role of OT provided to newly hired PSWs on Nephrology

Research:

- SNAP: Incorporating a shorter duration novel alternate program (SNAP) stream into traditional pulmonary rehabilitation to improve patient goals and uptake to pulmonary rehabilitation – Poster Presentation at PT Congress, July 2023 ; data collection completed, on-going collaborative work on article preparation
- Clinical Research Coordinator for Beyond ICU Methods Centre – focusing on multi centre “REVIVE study: Frailty, Rehabilitation, and Hospitalization outcomes in adult and pediatric survivors of COVID-19”
- Process Evaluation of Complex Interventions in Critical Care: an integrative workshop (Facilitator role)
- Knowledge Translation of CYCLE and Design Principles for next steps of ICU based rehabilitation

- Team Member for CANCOV, CYCLE, and CanMeasure research projects

Publications:

- Piatek, S, Bishop, E, Hassall, K, Fung, M, Harris, J, Hoogenes, J, & Kho, ME. (2023). Critical Care Canada Forum 2022 Abstracts. Can J Anesth/ J Can Anesth 70 (Suppl 1), 1–191. <https://doi.org/10.1007/s12630-023-02445-y>

Building

Staff:

- Life-Threatening Illness National Group (LIFTING) Health Research Training – completed year 1, currently in year 2
- AlphaFIM training and certification - 1
- FIM training and recertification -1
- Patient Engagement in Research certification - 1
- Foundations in Privacy in Research certification - 1
- TCPS2: Core – Research ethics involving Humans certification -1
- Assistive Devices Program Authorizer (ADP) - 5
- Emerging Leaders Program – engaging in a leadership project that focuses OT recruitment and retention - 1

Internal Education:

- Gentle Persuasive Approach Coach - 1
- Crisis Prevention Intervention Coach - 1

Professional Practice Development:

- Patient Centred Language in Acute Care
- Dementia and Driving – Centre for Addiction and Mental Health
- OT Month Retreat topics covered included:
 - ◊ Integration of New Standards of Practice for Occupational Therapists in Canada
 - ◊ Update Patient Centered Language in Acute Care
 - ◊ Update OT in Research Role

Leading

- Co-lead the Skin and Wound Corporate Committee (Caring)
- Annual report of the Disciplines (Building)
- Representation for PAC on Education Executive Committee (Learning)
- Co-lead for the Education Operations Committee (Learning)

External Activities:

Presentations

- Canadian Society of Respiratory Therapists (CSRT) 2023 Conference (Charlottetown, PEI)- May 2023 "The Flip side of Proning"- presented with RRT (joint interdisciplinary presentation)
- July 2023, OT and Physiotherapy presented a poster about the 'Alternate Steam' at Canadian Physiotherapy Association Congress in Quebec



Committees

- OT representative on the Anti-Racism, Anti-Bias, Anti-Oppression Committee at McMaster University
- Clinical Advisory Group McMaster University

Major Initiatives for 2024/25:

CARING

- Continue to develop and advance care to maximize scope of practice for Occupational Therapists and Rehabilitation Assistants

LEARNING

- Continue participating and leading initiatives to support learning including supervising at other sites and role emerging placements

BUILDING

- Develop a e-learning to support training for OTs wanting to complete the controlled act of Oxygen Titration
- Review and development plan to retain and attract new OTs to SJHH

LEADING

- Continue to lead initiatives that support each of our strategic initiatives



Peer Support

FIONA WILSON, MSc., CPRP
 Professional Practice Leader (Charlton, King, West 5th)

Scope of Practice

Peer support is social/emotional support, often coupled with instrumental support that is based on mutuality. Formalized Peer Support is provided by trained individuals who have lived experience of mental health and/or addiction and/or substance use challenges. Family Peer Support is provided by those with lived experience as a family member of someone with mental health and/or addiction and/or substance use challenges. Founded on the principles and values of respect, shared responsibility, hope, empowerment, and the belief in everyone's ability for recovery. Evidence shows that peer support can be a significant adjunct or complement to clinical care.

Number of Members of Discipline:

SITE	FTE	Fluctuating
Charlton	2	9
West 5th	6	8

Major Achievements

- Participated in the Development of Position Statement on Provincial Standards for Peer Support and Peer Drift
- Developed programming that meets the broad needs of a diverse community of clients.
- Peer Support Providers and PPL involved with Peer Support Canada contributing to ongoing national standards and strategic planning.

CARING Clinical Practice

Peer Support Providers have developed innovative programming including:

- Support around Gender Experience Group
- Development of Queer+ programming via True Colours Program at Youth Wellness Centre
- 16 Week Recovery Workshop Series for individuals with lived experience
- Skills for Safer Living, Suicide Prevention and Intervention Group
- Poetry Anthology by People with Lived Experience



LEARNING

Education:

Formal Teaching

- PPL, Assistant Professor, Department of Psychiatry and Behavioural Neurosciences, McMaster University
- PPL, Longitudinal Facilitator, Professional Competencies, Undergraduate Program, DeGroot School of Medicine, Faculty of Health Sciences, McMaster University
- Peer Support Providers offered Peer Support Education, Child and Youth Care Program, Mohawk College



Publications:

- Peer Support Providers at Youth Wellness Centre published poetry anthology "I Hope You Feel Something"
- Peer Provider at Youth Wellness wrote: <https://stjoesfoundation.ca/cultivating-a-smoother-transition-for-young-adults-receiving-mental-health-care>

BUILDING

Staff:

- 1 Peer Support Provider completed Peer Support Training Certificate, Peer Works
- 7 Peer Support Providers completed ASIST training
- 3 Peer Support Providers completed Skills For Safer Living Facilitator training
- PPL completed micro-credential in Anti-Black Racism & Critical Race Theory
- 1 Peer Support Provider completed Level 2 Motivational Interviewing; and DBT Essentials certification
- 1 Peer Support Provider completed Acceptance Commitment Therapy (ACT) training
- 1 Peer Support Provider completed Solution Based Counselling Practitioner course
- 1 Peer Support Provider completed 2SLGBTQ Found Course; and 2SLGBTQ Trauma Informed Care
- 1 Peer Support Provider completed Centering Black Youth Wellbeing certificate

Internal Education:

- Peer Support Providers provide workshop on Lived Experience and Recovery to Psychiatry Residents
- Peer Support Provider leads Mindfulness Meditation for interprofessional team
- Peer Support Provider provided overview of Acceptance, Commitment Therapy (ACT) model to professional practice group

LEADING

Peer Support Providers are involved in leading:

- Development of a Peer Support/lived experience developed and led Acceptance Commitment Therapy (ACT) group
- Ongoing implementation of an interprofessional run (Peer Support and Social Work) Skills for Safer Living Suicide Prevention/ Intervention Group.



Committees

Peer Support Providers sit on the following committees:

- Human Services and Justice Coordinating Committee
- Board of Directors, Mental Health Rights Coalition of Hamilton
- Peer Works, Provincial Standards Advisory Group
- Peer Support Canada Advisory Committee
- Professional Advisory Committee for Mohawk College, Child and Youth Care Program
- Professional Advisory Committee for Mohawk College

Major Initiatives for 2024/25:

CARING

- Capacity building around co-design with peers (patients) and families and reviewing ongoing opportunities to expand efforts within practice group

LEARNING

- Review and implement Provincial Standards of Practice
- Develop professional practice education plan for 2024/25 year

BUILDING

- Develop Peer Support Provider Orientation Package



Pharmacy

ANGELA WRIGHT, BScPhm, PharmD, RPh, ACPR
Professional Practice Leader (Charlton, King, West 5th)

Scope of Practice

Pharmacists are regulated health care professionals, licensed by the Ontario College of Pharmacists (OCP), who follow the National Association of Pharmacy Regulatory Authorities (NAPRA) Model of Standards of Practice for Canadian Pharmacists.

Pharmacy technicians are also regulated health care professionals, licensed to practice by OCP, and follow the NAPRA Model Standards of Practice for Canadian Pharmacy Technicians.

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	34		Pharmacists / Pharmacotherapy Specialists
	46		Pharmacy Technicians
	4		Supervisors
Charlton—Retail	1.5		Pharmacist
	3.5		Pharmacy Technicians
King	1		Pharmacist
	1		Pharmacy Technician
West 5th	8.8		Pharmacists
	9		Pharmacy Technicians
Charlton/King/Retail/ West 5th	4		Managers
	1		Senior Manager
Charlton/King/Retail/ West 5th	1		Director

Major Achievements

- Implemented Pharmacy Integrated Quality and Operations Committee
- Launched Pharmacy Practice Council
- Completion of redevelopment of sterile compounding facility that is compliant with regulatory standards
- Successful completion of Accreditation Canada Survey with compliance for all Medication Management and Medication Reconciliation standards and Required Organizational Practices (ROP)

CARING

- Expanded scope of practice for pharmacists to prescribe Paxlovid expanded to include inpatient pharmacists
- Expanded scope of practice for pharmacists to prescribe for additional Minor Ailments implemented in Retail Pharmacy
- Continued to deliver pharmacy services to support the Satellite Health Facility and Alternate Level of Care with the addition of a dedicated clinical pharmacist
- Supported several bed openings and patient care unit moves with clinical pharmacy and operational pharmacy services
- Implemented additional clinical pharmacist support within surgical program in response to 2022 review of clinical pharmacy services provided at Charlton Campus

CARING Continued...

- Organized ongoing vaccine and staffing supporting the Inpatient Mobile Vaccine clinic, COVID vaccinations for SJHH staff, and administration of COVID vaccines in Retail Pharmacy – over 1300 doses administered in 2023
- Launched the Pharmacy Integrated Quality and Operations Committee who led development of a strategic action plan and identification of strategic priorities for 2024, including workflow/process optimizations and development and implementation of a professional development program for pharmacy.
- Supported 2 Patient and Family Advisors on the Medication Management Integrated Quality and Operations Committee providing patient perspective on Medication Management initiatives throughout SJHH.
- Increased pharmacy staff involvement within pharmacy, program and hospital level committees. Pharmacy team represented on 24 different hospital committees and 5 departmental committees
- Led the review and update for 21 medication related policies to support high quality care and medication use best practices
- Leader in preparation for Accreditation visit to ensure compliance with Medication Management standards and Medication Reconciliation ROPs.
- Successful Accreditation Canada visit with all Medication Management Standards and Medication Reconciliation ROP standards being met.
- Collaborative Practice:
 - ◊ Launched order set for Kadian (morphine sulfate) therapy to align with current Opioid Agonist Therapy guidelines and best practices in collaboration with the Substance Use Service.
 - ◊ Developed Medication Reconciliation Action Plan to support high quality medication reconciliation at transitions of care



LEARNING

Education:

Clinical Education

- Three EPE-2 summer student placements, including experiential learnings, from University of Toronto – 3 pharmacist preceptors – 1 first time preceptor
- Clinical rotations for 19 PharmD pharmacy students from University of Waterloo (8-weeks each) and University of Toronto (APPE 5 weeks each) – 16 pharmacist preceptors, 2 first-time preceptors
- 7 pharmacy technician student placements from Mohawk College
- Clinical rotations for two Hospital Pharmacy Residents - 16 pharmacist preceptors
- Supported 1 Structured Practical Training student in 2023, 1 Pharmacy Technician preceptor
- Supported 3 formal Job Shadow experiences with 3 pharmacy preceptors
- Pharmacy Residency Program Accredited with 6-year award

LEARNING

Education Continued...

Formal Teaching

- McMaster University Department of Medicine Assistant Clinical Professor (Adjunct) (Pharmacist Shyam Maharaj)
- McMaster University Department of Medicine Psychopharmacology in UGMF 5 sessions (Pharmacist Phil Laplante)
- Mohawk College Institute of Applied Health Sciences. Allied Health-Academic Delivery Department. Post Secondary Professor (Pharmacist Cassandra Hughes)

Internal Education

- Antimicrobial Stewardship Program (ASP) teaching rounds, and Infectious Disease teaching rounds and consultations
- Critical care, nephrology and psychiatry interprofessional teaching to medical residents
- Renal transplant patients and nursing staff – medication and discharge teaching
- Hemodialysis nursing staff – medication teaching
- Psychiatry patients and nursing staff – medication and discharge teaching on Acute Mental Health, West 5th
- Out-patients on anticoagulants (e.g. warfarin) receive education and follow-up monitoring- Pharmacist Managed Anticoagulation program
- Out-patients with chronic respiratory diseases enrolled in an educational eight-week program - Respiratory Rehabilitation Day Program
- Clinical and non-clinical rotations supporting the Pharmacy Residency program (2023) – two Pharmacy Residents
- Weekly pharmacist education sessions presented by pharmacy learners and pharmacy team members
- Updated Medication Reconciliation Tip Sheet for Dovetale and training video used in Medication Reconciliation training for all staff

- Communication of Critical Drug Shortages and therapeutic alternatives to prescribers
- Pharmacy and Therapeutics Quarterly Newsletter developed and launched in Oct 2023 in collaboration with the Pharmacy and Therapeutics Committee

Research:

- Pharmacy Research Project - Quantifying Clinical Pharmacy Key Performance Indicators (cpKPIs) at St. Joseph's Healthcare Hamilton (SJHH) using a Standardized Documentation Approach: A Quality Improvement Initiative. Pharmacy Resident Kaitlyn Sellers. 2023
- Pharmacy Research Project - Vaccination of Vaccine-Preventable-Diseases in the Kidney Transplant Population – A Single-Centre Study. Pharmacy Resident Lisa Ros-Choi. 2023
- Pharmacy Residency Program Systematic Review- Pharmacogenetic-Guided Opioid Therapy in Pain Management: A Systematic Review. Pharmacy Residents Eulaine Ma and Kim (Mary) Dang
- Pharmacy Supported Research Activities - Pharmacy Research Pharmacotherapy Specialist Christine Wallace and the Pharmacy Technician team support research activities, involving investigational or marketed medications, conducted by research investigators at SJHH.
 - ◇ In 2023 the pharmacy team supported a total of 40 research protocols including study implementation, randomization, dispensing and monitoring
 - ◇ Pharmacy Residency research projects: 2.

Publications:

Journal Article:

- Bell, M; Holbrook A; Wallace C; Hanel E; Rigg K. Characteristics of Drug Poisonings Presenting to the Emergency Department: An Electronic Medical Record Database Analysis – accepted for publication in the Canadian Journal of Hospital Pharmacy

Publications Continued...

Poster and Presentation:

- Vaccination of Vaccine-Preventable-Diseases in the Kidney Transplant Population – A Single-Centre Study – Presented by: Lisa Ros-Choi, St. Joseph’s Healthcare Hamilton (CSHP Ontario Branch Residency Research Night (July 2023)), 1st place award
- Sellers, K; Wright, A; Wallace, C; Nieuwstraten, C; Quantifying Clinical Pharmacy Key Performance Indicators (cpKPIs) at SJHH using a Standardized Documentation Approach: A Quality Improvement Initiative- Presented by Kaitlyn Sellers, SJHH (CSHP Ontario Branch Residency Research Night (July 2023))

BUILDING

Staff

Emerging Leaders Program (2023-2024)

- Milena Kudus – Pharmacotherapy Specialist
- Kaitlin Wilson – Automation Analyst

Hospital Pharmacy Residency Program, ACPR

- Pharmacists Lisa Ros-Choi and Kaitlyn Sellers graduated with the ACPR Hospital Resident credentials in 2022-2023
- Eulaine Ma and Kim (Mary) Dang enrolled in the twelve-month pharmacy residency program for 2023-2024

BCE Pharma On-Site Sterile Compounding Workshop

- Pharmacy Supervisors Kaitlyn Kowalski, Mary Hatcher and Andrea Zelem successfully obtained external hazardous and non-hazardous sterile compounding training and certification as required by NAPRA

Re-Certification in Sterile Compounding including Hazardous and Non-Hazardous Compounding (Pharmacy Technicians)

Certified Diabetes Educators

- Stephanie Gilbreath, Pharmacy Manager
- Marita McQuaid, Pharmacist
- Kyle Yang, Pharmacist

Professional Practice Development

- Launched the Pharmacy Practice Council to support professional development and practice advancement initiatives within Pharmacy department. Achievements to date include:
 - ◊ Development of Terms of Reference
 - ◊ Development of Pharmacist and Pharmacy Technician Competencies to support performance review process
 - ◊ Review and implementation of updates to Transfer of Accountability for Pharmacy Personnel policy to align with Accreditation requirements and best practice standards
 - ◊ Review and implementation of updates to Education Policy for continuing education support
 - ◊ Development of tools and resources highlighting educational opportunities within and external to SJHH
- Continuing Education presentations by pharmacists, students, guests, and residents on current continuing education topics (i.e. weekly at Charlton and West 5th)
- Pharmacy and Therapeutics (P & T) Committee - development of submissions and presentations to P&T including updates to drug shortage strategies, 11 additions to formulary, 69 formulary deletions, 6 practice change approvals, 24 infusion pump guardrail updates, 5 therapeutic interchange updates, 14 hazardous medication classification updates



LEADING

- Completed Omnicell implementation at King and West 5th sites
- Completed Implementation of SwissLog Boxpicker Inventory Management System and associated workflows
- Completed redevelopment of sterile compounding facilities in compliance with regulatory standards and implemented new workflows to support high quality preparation of sterile IV products (including hazardous products) at Charlton Campus – sterile and hazardous products prepared for all 3 sites using updated facilities
- Volunteered as pilot area for the implementation of the Idea and Innovation Board initiative, leading to 45 staff- led suggestions, of which 22 have been implemented and several in progress
- Developed and implemented Pharmacy Team Issue Tracker for transparency of larger projects and initiatives
- Leader of strategies to conserve drugs in low supply and mitigate drug shortages (i.e at SJHH with strategies presented to Pharmacy & Therapeutics, across the region and Ontario, and in collaboration with other Directors and Canadian hospital committees)
- Lead enhancements for Dovetale optimization including order sets, improved documentation tools, supporting ambulatory clinic best practices for ordering, administration and documentation of IV medications, formulary additions and new therapies, back-order management
- Successful OCP assessments at Charlton, King, and Retail Pharmacy
- Innovative leadership and pharmacy support to Qikiqtani General Hospital and Community Health Centres in Nunavut and local area – clinical pharmacist and technician coverage on-site, on-site and remote leadership by the SJHH Director Carmine Nieuwstraten and Senior Manager Sumanth Kalidoss



External Activities:

Presentations

- Overview of Glomerulonephritis and Therapy – Presented by Alison Shipley at the 24th Annual Kidney Urinary Conference (April 2023)
- Pharmacokinetic Review of Tacrolimus Formulations– Presented by Cathy Burger to Unity Health Outpatient Transplant Clinic (June 2023)

Committees

- Hamilton Integrated Research Ethics Board (HiREB)
- Hamilton Health Sciences—Pharmacy and Therapeutics Committee and Antimicrobial Sub-Committee
- Hamilton Niagara Haldimand Brant Burlington – Hospital Pharmacy Director Committee
- Ontario Pharmacy Directors Forum
- Mohawk Medbuy:
 - ◇ Pharmacy Committee and Buyer’s Committee
 - ◇ Pharmacy Committee’s Strategic Planning Subcommittee

LEADING Continued...

Committees

- Pharmacy Residency Forum of Ontario (PRFO)
- Regional Infection Prevention and Control Committee
- Renal Pharmacists Network 2023-2024
- Pharmacy Examining Board of Canada (PEBC) OSCE—Chief Examiner
- PEBC OSCE Pharmacist Exam—Assessors
- Provincial Quality Standards for Schizophrenia
- Ontario Renal Network (ORN) GN Drug Access Task Group
- Mohawk College Pharmacy Technician Advisory Committee
- Canadian Society of Hospital Pharmacists (CSHP) Activities:
 - ◊ Drug Information, Critical Care, Psychiatric Pharmacists and Infectious Disease Specialty Networks
 - ◊ CSHP DUE Ontario Pharmacists Group
 - ◊ CSHP National Awards—appraiser
 - ◊ CSHP Canadian Hospital Pharmacy Residency Surveyor Group



Major Initiatives for 2024/25:

CARING

- Implement Medication Reconciliation Action Plan on behalf of the Medication Reconciliation Steering Committee
- Implement processes and workflows to align with Pharmacy Integrated Quality and Operations Committee (PIQOC) priority initiatives
- Implement updates to Safe Handling of Hazardous Medications Policy to improve patient and staff safety when handling these medications
- Collaborate to support implementation of IV medications at the W5th campus
- Implement additional expanded scope of practice for pharmacist activities (Oseltamivir prescribing) for inpatient pharmacy teams (Charlton and West 5th)

LEARNING

- Enhance preceptor training and development activities with goal of increasing preceptor pool for Pharmacist and Pharmacy Technician preceptors

BUILDING

- Target outputs from the Pharmacy Practice Council include review and update to pharmacy clinical documentation standards policy
- Develop a Pharmacy Professional Development Program (PIQOC priority initiative)

LEADING

- Implement software upgrade for Alaris IV pumps hospital wide

Physiotherapy

MAGDA MCCAUGHAN, PT
 Professional Practice Leader (Charlton, West 5th)

Scope of Practice

A physiotherapist is a health care professional who attempts to prevent or alleviate functional problems arising from physical, psychological and/or social origins. Prevention and treatment of an impairment, disability or handicap is accomplished through the use of physical assessment, education and treatment which is based on ongoing clinical research. The goal of physiotherapy intervention is to promote quality of life, self-responsibility and independence.

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	29	5	Physiotherapists
	11	0	Rehabilitation Assistant (Split with OT):
	2	1	Permanent Temporary
West 5th	2	0	Physiotherapist (Inpatient and WSIB)
	1	2	Rehabilitation Assistant

Major Achievements

CARING

Clinical Practice:

- Hired full complement of physiotherapists for Admission Avoidance evening and weekends
- Converted second Same Day Joints Physiotherapy position from temporary to full time permanent
- Completed Interdisciplinary work to create a package for patients who were coming from regional surgeons to have hip/knee replacement done
- Shifted focus on weekends in December 2023 and January 2024 to provide additional assistance for patients who were being discharged home over the weekend
- Continued participation in teaching of the hip/knee joint classes for patients who will be having a hip or knee replacement surgery
- Completed a Physiotherapy and Occupational Therapy 6-month initiative on 9 and 10 AMH (Acute Mental Health) to add a 0.6 FTE Rehabilitation Assistant; showed great improvements in therapy consistency, time to referral, time spent with patients, and patient therapy progress
- Undertook development of new programs, groups, integration of best practices, integration of patient feedback, co-design with patients, integration of Health Quality Ontario and Choosing Wisely, outcome evaluations

LEARNING

Education:

Clinical Education

- 18 Student Physiotherapists from McMaster University
- 4 Rehabilitation Assistant Students

Formal Teaching

- Two physiotherapists were McMaster PT clinical skills lab facilitators/content creators for year 2 on Mobility in the ICU
- Tutor and tutor in training involvement for McMaster University Physiotherapy Students
- A number of physiotherapists participate in the Entry Interviews for students applying to the McMaster Physiotherapy Program



Internal Education

- Education sessions with nursing students on the units and job shadowing with high school co-op students on medicine and surgery.

Research:

- One Physiotherapist finishing Master's research project which is in process for publication– topic is around cognition and chronic respiratory disease management
- One Physiotherapist finishing PhD in Rehabilitation. The topic is Virtual Care for Disease Management.
- Many physiotherapists and rehabilitation assistants are involved in physiotherapy-led ICU research
- The ICU CYCLE project (10 year, multicenter project) finished recruiting patients in 2023 and will be presented at a major conference in Belfast in 2024

Publications:

- Rehabilitation Assistant helped with a systematic review, data extraction, and an abstract titled, *In-hospital rehabilitation interventions in critically ill patients with COVID-19: preliminary findings from a systematic review*
- Van Damme, J., Dal Bello-Haas, V., Kuspinar, A., Strachan, P., Peters, N., Nguyen, K. T., & Bolger, G. (2023). Guiding Documents for Engaging with Remote Chronic Disease Management Programs as a Healthcare Provider: A Scoping Review. *International Journal of Telerehabilitation*, 15(2)

BUILDING

Internal Education:

- ICU resident teaching on role of PT and importance of early mobility (each teaching block ~3-4 times yearly)
- Nephrology clinical clerk teaching sessions and recently started PT education sessions to the PSWs hired to the nephrology unit
- A few physiotherapists and rehabilitation assistants are GPA coaches for SJHH and continue to teach the course
- Nursing and PSW orientation on 7 Surgical

BUILDING Continued...

Professional Practice Development

- Two physiotherapists completed and one physiotherapist started the Emerging Leaders program in 2023
- Physiotherapists and rehabilitation assistants have attended courses and webinars relevant to their practice in 2023, such as Crucial Conversations, Palliative Care, PIECES, early mobility in the ICU
- All staff received CPI (Crisis Prevention Intervention) training in 2023
- Many physiotherapists and rehabilitation assistants have taken courses or participated in webinars addressing concepts related to equity, diversity, and inclusion. This is a journey that we have been on as a practice group at SJHH since mid 2023



LEADING

External Activities:

Presentations

- Physiotherapist was panelist at the McMaster Critical Care Conference at Liuna Station on Dec 6, 2023; discussion on rounds in the ICU.
- Physiotherapist presented a 10 minute verbal presentation at the Ontario Physiotherapy Association Conference InterACTION
- 2 physiotherapists presented poster presentations at Canadian Physiotherapy Association Congress in Montreal, Quebec in July 2023

Committees

- A physiotherapist is an examiner for the College Ontario Clinical Exam with the College of Physiotherapists of Ontario (included participating in 2 working groups to help create the exam content)
- A physiotherapist is a Member of the Ontario Physiotherapy Association Board of Directors

Major Initiatives for 2024/25:

CARING

- Advocate for therapy funding in areas not receiving enough to meet patients' needs such as Medicine and Acute Mental Health

LEARNING

- Increase time to orient and understand new student perspectives and encourage physiotherapists and rehabilitation assistants to support more teaching; work has already been initiated with McMaster's Physiotherapy

Program. Some of the learning from there will translate to hiring and orienting of new grads.

BUILDING

- Further journey of equity, diversity, and inclusion from the staff and patient perspective
- Network with external partners, such as primary care and community clinics/programs, to further enhance/ support patient transitions from the physiotherapy lens

Polysomnography

MARY BASALYGO, B. SC., RPSGT
Professional Practice Leader (Charlton)

Scope of Practice

The sleep technologist working under the supervision of a licensed sleep physician is specially trained to perform polysomnography and related tests to diagnose and treat sleep disorders in patients of various ages and co-morbidities. Sleep disorders include breathing disorders, movement disorders and some parasomnias. The procedures include the application, monitoring and analyzing specific physiological variables during sleep and wakefulness.

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	1	7	Polysomnographic Technologist
		1	Casual

Major Achievements

2023 to 2024 was a year for transition. With the purchase of new data collection hardware and software at the end of 2022 the focus in 2023 to 2024 was the installation of the new equipment, training of existing staff and hiring additional staff with the goal of returning the lab to its full capacity.

CARING

- Continued to obtain and review patient satisfaction scores and identify and implement improvements within available resources
- Continued to inspire staff to meet individual patient needs with respect, compassion and dignity

LEARNING

- Continued to encourage communication and collaboration between technologists, medical staff, medical learners and registration staff for a team focused approach for patients referred to the Sleep Program
- Participated as a resource for the one year clinical scholar program for physicians in sleep medicine

BUILDING

- Continued to support staff in the care and concern for patients as well as themselves
- Continued to invite creativity to meet the needs of patients coming to the lab, to understand the demands of workloads and the challenges of new technology

LEADING

- Completed data collection transition for sleep studies such that these are now residing on a server which gives better access to review patient studies as soon as the data is collected with the goal of virtual access



Psychology

JOSEPH PELLIZZARI, C. PSYCH.
Professional Practice Leader (Charlton, King, West 5th)

Scope of Practice

“The practice of psychology is the assessment of behavioral and mental conditions, the diagnosis of neuropsychological disorders and dysfunctions and psychotic, neurotic and personality disorders and dysfunctions and the prevention and treatment of behavioral and mental disorders and dysfunctions and the maintenance and enhancement of physical, intellectual, emotional, social and interpersonal functioning.”
Psychology Act 1991, c. 38, s. 3.

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	2		Psychologist
King	2		Psychologist
West 5th	35	5	Psychologist, Psychometrist
Post-docs	4		Psychology Post-Doctoral Fellow
Residents	7		Psychology Resident

Major Achievements

CARING

Clinical Practice:

- Launched Evidence2Practice – Health Quality Ontario standards within Mood disorders Treatment and Research Clinic in the inpatient and outpatient service - *interprofessional (with psychiatry, nursing, and digital solutions/EPIC team)*
- Launched Written Exposure Therapy (WET) group protocol for Post Traumatic Stress Disorder – *interprofessional with social work (SW)*
- Facilitated a new monthly online peer support group for home hemodialysis patients in the Kidney & Urinary Program - *interprofessional with SW and nursing*
- Expanded Ontario Structured Psychotherapy West Region (OSP West), which is a partnership between St. Joseph’s Healthcare Hamilton and St. Joseph’s Health Care London and provides evidence-based, short-term cognitive-behavioural therapy for individuals with anxiety, depression, and anxiety-related concerns (including posttraumatic stress and obsessive-compulsive concerns) - successfully onboarded all 14 Service Delivery Sites. The program is now available in in-person and virtual formats to all individuals living in the Ontario Health West region which serves over 4 million people who live in diverse urban and rural communities, from Waterloo to Windsor and Tobermory to Niagara Falls



CARING

Clinical Practice Continued...

- Ongoing development and implementation of the Prioritizing Indigenous Mental Health stream which integrates patient feedback and community consultation
- Conducted a Truth and Reconciliation feedback meeting for youth and staff at the Youth Wellness Clinic and presented feedback at National Day of Truth and Reconciliation
- Currently preparing a new program and group programming for the Concurrent Disorders Program – new virtual CBT Program
- Currently preparing an integrative care pipeline based on best practice guidelines to treat both anxiety disorders and cannabis use concurrently
- Developed and implemented new group treatment content for slow responders in MHAP treatment groups
- Integrated technology-based tracking for clients to monitor progress in MHAP treatment groups
- Expanding client access to Post-Traumatic Stress Disorder (PTSD) treatment by training up on and providing Written Exposure Therapy (WET) as a treatment option
- Co-leading a Prolonged Exposure (PE) consultation group which meets periodically to promote capacity building amongst staff and students in the administration of PE
- Meet periodically for ongoing quality improvement to the Cognitive Processing Therapy (CPT) treatment stream at the ATRC
- Ongoing adaptation of the Maintaining Your Progress Group to accommodate different trans-diagnostic presentations (e.g. anxiety disorders, Obsessive Compulsive Disorder, perfectionism)
- Evaluated internalized stigma in a treatment seeking population of individuals with anxiety and related disorders at SJHH
- Initial outcome evaluation of a newly developed intervention for family members of patients with Obsessive Compulsive Disorder demonstrated significant and strong reductions in unhelpful accommodating behaviours by family members and high satisfaction with the intervention

- Developing new Cognitive Behavioural Therapy for Insomnia group programming at the Mood Disorders Treatment and Research Clinic (MTRC)
- Redesign of collection protocol of provincially mandated outcome measures in MTRC
- Implemented a preparatory treatment group on the forensic assessment unit to address transfer delays to rehabilitation units



- Participated in the development and launch of a novel interdisciplinary clinic with neurology, geriatric psychiatry, and neuropsychology to provide efficient care for individuals with complex medical problems involving motor, cognitive, and psychiatric symptoms (Brain Medicine Clinic)
- Provided education on mindfulness to staff through the employee wellness program
- Participated as a psychologist/therapist in the employee support team
- Participated in the Schwartz Rounds program supporting compassion in healthcare
- New CBT intervention groups developed and implemented for clients at OSP (for depression, GAD and PTSD)
- Implemented and modified CBT for chronic pain group to streamline care

CARING

Clinical Practice Continued...

- Revised the structure of the self-management of chronic pain class for efficiency
 - Revised questionnaire administration in the chronic pain clinic to provide more relevant data at initial consultation
 - Developed a resource worksheet for patients in the chronic pain clinic to use during the wait time between orientation and initial appointment
 - Evaluating and implementing Animal Assisted Intervention in the Forensics Program
 - Improving team meeting processes to improve efficiency and improve risk evaluations that inform clinical privilege decision making
 - Ongoing development and implementation of Memory Boost (Forensic Psychology Version)
 - Developing a compassion-focused therapy group to pilot at the Community Psychiatry Clinic
 - Adapting and implementing an intake battery to be used for program evaluation at the Borderline Personality Disorder Services
 - Developing a client feedback questionnaire for OSP West to guide the development of quality improvement projects
 - Integration of patient and family representatives on schizophrenia quality standards implementation steering committee
 - Ongoing implementation of HQO standards of care for adults with schizophrenia in hospital and community: personal delivery of comprehensive assessment, CBT for psychosis, and Cognitive Remediation
 - Developed and implemented a new Perinatal CBT-I workshop for pregnant women who are in their first two trimesters of pregnancy to prevent sleep, mood, and anxiety worsening in late pregnancy and into the postpartum
 - Development and evaluation of a novel protocol: CBT for Sexual Concerns during the Menopausal Transition (CBT-SC-Meno)
- 
- The image shows three women standing in front of a large research poster. The poster is titled "Rates of cannabis use disorder in individuals who use cannabis medically versus recreationally within an anxiety population" and includes a table of contents, abstract, and several bar charts. The women are dressed in professional attire, and the setting appears to be a conference or academic presentation.
- Participated in the integration of best practices implementing considerations of Diversity, Equity, Inclusion factors within neuropsychological and psychological assessments (e.g., hearing impaired MoCA; seminar on implementation of cultural factors in neuropsychological assessment)
 - Modifying clinical consultation reports in the WSIB clinic to include references and information regarding resources for injured workers
 - Establishing new test batteries with greater cultural sensitivity and validity for the WSIB clinic
 - Implementation of social anxiety group for patients with first episode psychosis
 - Continued development of cognitive behaviour therapy (CBT), dialectical behaviour therapy (DBT) -informed , motivational interviewing (MI), and harm reduction group-based programming (based on measurement-based care) for the Young Adult Substance Use Program (YASUP)
 - Part of PRISM working group to protect and promote rights of 2SLGBTQIA+ in the SJHH, McMaster, and Hamilton communities
 - Ongoing participation in the Nunavut service, providing virtual psychological services
 - Treatment manual development for use in OSP West (1 each for depression, social anxiety, GAD, OCD, panic disorder, health anxiety)

LEARNING

Education:

- **Distinction – National Award** – Canadian Psychological Association Award for Distinguished Contributions to Psychology as a Profession – Dr. Randi McCabe
- **Distinction – National Award** - Elected as Fellow of the Canadian Psychological Association – Dr. Karen Rowa
- **Distinction - Provincial Award** - 2023 Dr. Ruth Berman Award from the Ontario Psychological Association which recognizes the contributions of early career psychologists – Dr. Sabrina Syan
- **Distinction – University** – Two staff members were promoted to the rank of Full Professor with the McMaster Department of Psychiatry and Behavioural Neurosciences (PBN) - Drs. Heather McNeely and Karen Rowa
- **Distinction – University** – Interprofessional Teaching Award - McMaster Department of Psychiatry and Behavioural Neurosciences – Dr. Danielle Rice



Academic Appointments & Affiliations:

- McMaster University, Department of Psychiatry and Behavioural Neurosciences (PBN) – All psychology staff have appointments with the PBN
- McMaster University, Department of Psychology, Neuroscience and Behaviour (PNB) – Several psychology staff also have appointments with the PNB
- Research Institute of St. Joe's Hamilton (RSJH) – almost all psychology staff have affiliations
- Peter Boris Centre for Addiction Research, SJHH – many affiliations
- Neuroscience Graduate Program, McMaster University – some affiliations

Clinical Education

- Clinical Psychology Residency Program at St. Joe's - received close to 100 applications from across Canada in 2023 for 7 spots (5 "general stream", 1 "neuropsychology stream", 1 "forensics stream"). We interviewed 50 candidates and matched within our top 10 ranked applicants. The current residents are from Clinical Psychology Doctoral programs at Toronto Metropolitan University, University of Victoria, Simon Fraser University, University of Toronto (Scarborough), Concordia University, McMaster University, and University of Waterloo. Several psychology staff are involved in the leadership of this program, clinical supervision, program evaluation training, resident mentorship, and resident seminar teaching including the Supervision of Supervision series
- Psychology Practicum Program at St. Joe's - received 30+ applications in 2023 from schools across Ontario. 25 learners were placed throughout the hospital offering training in a wide range of clinical services including the Anxiety Treatment and Research Clinic, Women's Health Concerns Clinic, Neuropsychology, Concurrent Disorders, Chronic Pain, Consultation-Liaison Psychiatry, WSIB, Youth Wellness, Forensics, Eating Disorders, and OSP. Learners were from graduate programs in clinical psychology from Waterloo, McMaster, Toronto Metropolitan, York, Windsor, U Toronto

LEARNING

Education:

Clinical Education Continued...

- McMaster Psychology Research & Clinical Training PhD Stream (RCT) - several psychologists have leaderships positions in this innovative graduate program in clinical psychology developed through a partnership with St. Joe's, McMaster Psychiatry and Behavioural Neurosciences, and McMaster Psychology Neuroscience and Behaviour. Several psychologists are involved in graduate research supervision for these learners, the Longitudinal Exposure Practicum -an 8-month clinical practicum for students in the first year of their PhD, and course / seminar teaching. Eighteen students are currently enrolled in this Stream
- McMaster Masters of Science in Psychotherapy Program - several psychology staff continue to be involved in the leadership of this program, course teaching, and supervision of placements
- McMaster Clinical Behavioural Sciences Program - several psychologists teach and supervise learners in this post-professional training program
- McMaster Psychology Neuroscience and Behaviour – undergraduate thesis research supervision, independent lab study
- McMaster Health Sciences – undergraduate research placements
- McMaster Neuroscience Graduate Program – research supervision
- McMaster Psychiatry and Behavioural Neurosciences - clinical supervision of psychiatry residents (over 15 residents) – Group Therapy Module, CBT Anxiety Module, CBT Depression Module; IPT Module; Forensic Psychiatry, DBT ; resident seminars; rounds presentations; course sessional teaching, Systems to Synapses, academic half-days in sub-specialty programs (Forensics, Geriatric)
- McMaster Medicine Sub-Specialty Programs - academic half-days for Palliative Medicine Fellows
- St. Joe's Psychology & Neuropsychology Post-Doctoral Fellows – clinical supervision, research supervision, seminar / rounds / didactics teaching (5 fellows)
- High School Co-op Placement – developed a pilot Psychology placement with the first successful participant in 2023 - exposure to various hospital-based mental health clinics, treatment groups, the role of psychologists on multidisciplinary teams, and education about various mental health disorders + offer sessions as requested for high school students placed in Acute Medicine

Internal Education

- Several psychology staff facilitate their local service academic rounds / journal clubs (e.g., Anxiety Treatment and Research Clinic, WSIB Specialty Clinics, Clinical Neuropsychology Service)
- The Hope Healing and Recovery Exchange Event - for health and community care workers
- Implementing Measurement Based Care in the Mood disorders Treatment and Research Clinic
- Planning for a Randomized Study of Psychoeducation Therapy to Increase Illness Insight Mood Disorders Treatment and Research Clinic
- Innovations in Anxiety Memorial Lecture. Panelist for Measurement Based Care.
- Implementing Depression and Anxiety Quality Standards at St. Joseph's Healthcare Hamilton. Quality Committee Meeting
- Focus on Suicide Prevention. Panelist
- Suicide Post-vention. MHAP Rounds
- Implementing Measurement Based Care: MHAP Rounds
- Transcending Protocol. MHAP Rounds

LEARNING

Education:

Internal Education Continued...

- Suicide Prevention Committee Meeting. Suicide Risk Assessment and Management Mood disorders Treatment Research Clinic
- Developing a suicide risk response protocol for chronic pain clinic staff
- Weekly to bi-weekly sessions on CBTe for eating disorders for clinicians on team
- Risk Assessment Training: eHARM
- Presented several topics related to DBT and BPD during the Borderline Personality Disorder Services' 2023-2024 weekly didactics series
- Providing training in Cognitive Processing Therapy to other staff at OSP (through co-therapy and individual supervision)
- Providing seminars on Differential Diagnosis to Intake Staff and clinicians at OSP
- Providing seminars on Exposure Therapy to Intake Staff and clinicians at OSP
- Rounds presentation on Truth and Reconciliation for St. Joe's and HHS
- Co-led/Facilitated an education day for employees affiliated with YASUP and PBCAR.
- Sessions on best practices in neuropsychology and testing, and test interpretation regarding clinical meaningfulness with WSIB services including occupational therapists
- Malingering and effort in neuropsychological assessment, CNS
- Health psychology and chronic kidney disease. McMaster Department of Psychiatry and Behavioural Neurosciences Grand Rounds
- Sessions on the role of health psychology in renal care to new hemodialysis nurses during orientation
- Sessions on the role of health psychology in renal care to new nephrology rotating residents
- Informal supervision of nursing and social work staff in schizophrenia services in the administration of CBT
- "What do you mean I have BPD?" – The importance of helping clients understand their BPD diagnosis. Seminar presented at the PBCAR Seminar Series
- Ongoing in-service training for YASUP team on group programming
- Ongoing in-service training for clinicians within the Community Psychiatry Clinic on working with clients with substance use (and harm reduction strategies/considerations)
- Providing leadership and support to colleagues in OSP West (e.g., onboarding & training, provide on-call consultation, open-door policy for questions and discussions)
- Providing education to new and existing staff with the Ontario Structured Psychotherapy Program on the basics of CBT, CBT-related workshops, triage and intake workshops, risk assessment, and safety planning
- Provide consultation for therapists on the virtual Nunavut psychotherapy team
- Orientation of new clinicians (RNs, SWs, TRs) to risk assessment and management in the Forensic Psychiatry Program
- Facilitating a two-day workshop on cognitive-behavioural therapy for chronic pain to students and clinicians through the DPBN
- Building capacity of colleagues through training on a cognitive remediation program
- Providing weekly clinical consultation to a staff social worker
- Redeemer University - Wellness Fair Presenter
- Talk for Neuroscience Graduate Program
- Talk for Student Wellness Centre about YASUP and Concurrent Disorders Program

LEARNING

Research:

Psychology staff are principal investigator or co-investigator on several new peer-reviewed awards/grants from multiple agencies in the amount of over \$600K:

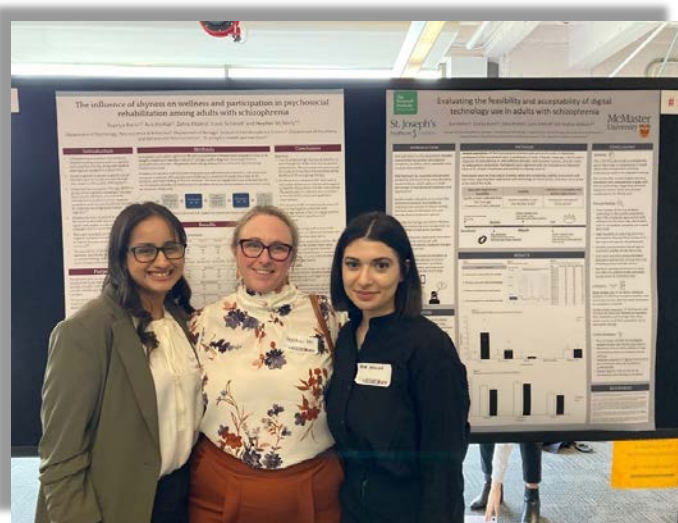
1. Canadian Institute of Health Research (CIHR) Planning and Dissemination Grant: Planning for digital mental health solutions research in Ontario (\$9948)
2. St. Joseph's Foundation: Family Accommodation Reduction in OCD (\$40,000)
3. A Scleroderma Patient-centered Intervention Network Project to Understand Resilience and its Influence on Mental Health in People with Systemic Sclerosis: a Qualitative Study Using a Dyadic Interview Approach (\$99,729)
4. Research Institute of St. Joe's Hamilton. PAC Interprofessional Research Grant. Randomized Study Comparing Psychoeducation Therapy for Bipolar Disorder to Usual Care for Increasing Illness Insight (\$10,000)
5. Research Institute of St. Joe's Hamilton. Joe K. Research Award. Comprehensive Evaluation of the Implementation of the SAPROF in a Canadian Forensic Mental Health Service (\$10,000)
6. Research Institute of St. Joe's Hamilton. Joe K. Award. Joe K. Research Award. Evaluating Animal Assisted Intervention in Forensic Psychiatry (\$10000)
7. Research Institute of St. Joe's Hamilton. Dr Ian and Shirley Rowe Trainee Award (supervisor). Pathways to Absolute Discharge and Desistance in Forensic Psychiatry (\$15,000)
8. TD Pooler Grant Foundation. Illness Insight: A Potential Mechanism of Change in Psychoeducation Therapy for Bipolar (\$99,298)
9. Early Career Innovation Award, McMaster University: Neuroplastic adaptations in youth at high risk for developing psychopathology: Modelling clinical improvement following emotion regulation skills training with changes in brain connectivity and anatomy
10. Department of National Defense, Government of Canada. Mobilizing Insights in Defense and Security (MINDS). Identity-based moral injury: Shame, guilt and betrayal related to sexual orientation (\$50,000 CND)
11. McMaster University AFP Innovation Fund (\$7,500)
12. PBCAR. Cannabis use in eating disorder patients leading up to legalization (\$10000)
13. Research Institute of St. Joe's Hamilton. Dr. Ian and Shirley Rowe Research Fund to Explore Innovative Ways of Managing Psychosis in the Community. The use of Integrated Neurocognitive Therapy to "work around" limited insight and improve community functioning and recovery in adults with schizophrenia and related psychotic disorders (\$24 800)
14. Research Institute of St. Joe's Hamilton. Dr. Ian and Shirley Rowe Research Fund to Explore Innovative Ways of Managing Psychosis in the Community. Development, Implementation and Evaluation of a Self-Management Support Training Package for Interdisciplinary Health Professionals Working with Individuals/Families Living with Schizophrenia (\$25 000)
15. The Research Institute of St. Joseph's Healthcare and St. Joseph's Healthcare Foundation, Collaboration Grant: A Randomized Controlled Trial Examining the Short and Long-Term Impact of a Brief, Proactive, Cognitive Behaviour Therapy versus Sleep Hygiene for Sleep Difficulties in Early Pregnancy. (\$50,000)
16. Hamilton Academic Health Sciences Organization Alternative Funding Plan Innovation Fund (AHSC AFP). Project title: A collaborative care approach to improve screening, assessment, and services to address the mental health consequences of severe maternal morbidity– a pilot study (\$184,145)

LEARNING

Research Continued...

Psychologists are involved in the following ongoing evaluation / research projects:

- Examining the Effects of Emotion Focused Case Formulation on Group Therapy Outcomes
- A Randomized Controlled Trial of Structured Exposure Dialectical Behaviour Therapy (SE-DBT) in Borderline Personality Disorder
- Interoceptive training to target anxiety and stress in clinical samples
- Examining the psychometric properties of an open-access diagnostic interview for researchers and clinicians: The Diagnostic Assessment Research Tool (DART) for DSM-5
- Reasons for dropping out of group CBT
- Supervising PhD student's project on Barriers and Facilitators to Care for Racialized Clients with Anxiety



- Quality improvement evaluation of Transdiagnostic Behavioural Therapy group programming at the ATRC
- Cognitive risk factors for depression and depressive relapse
- The Impact of the COVID-19 Pandemic on the Experience and Expression of Sexual Interests and Behaviours
- Project investigating tDCS for youth with OCD

- Project investigating the efficacy of group Written Exposure Therapy for PTSD
- Program evaluation of a cognitive remediation group for individuals with Mild Cognitive Impairment
- Program evaluation (WSIB) comparing outcomes for single-discipline versus interdisciplinary treatment
- Mindfulness-Based Interventions for OCD: Efficacy, Mechanisms, and Biological Predictors of Outcome – ongoing CIHR funded project
- Program evaluation of psychological treatment within the Chronic Pain Clinic
- Conceptualization stage of a study examining patient outcomes along a measure of perceived deserving to feel better
- An ACT-informed micro-intervention for individuals with body image concerns
- Developing body image and binge-eating disorder workbooks to widely disseminate accessible treatment options that will involve further research and evaluation
- Conceptualizing a research project that compares body image outcomes for anorexia nervosa and bulimia nervosa patients to those with binge eating disorder following group treatment
- Validation study - DART compared to other reputable eating disorder assessment tools
- Collaboration studying transition aged youth (TAY) and eating disorders
- Self-Compassion and Eating Disorders projects
- Deconstructing elements of psychoeducation in eating disorder treatment and impact on weight control beliefs
- Bariatric surgery study in binge eating disorder patients
- Collaborative research projects between the eating disorder clinic and The Peter Boris Centre for Addictions Research examining cannabis use among eating disorder patients, the impact of cannabis use on treatment outcomes, motivations for cannabis use, and predictors of cannabis use

LEARNING

Research Continued...

- Study of the inter-rater reliability of an African Proverbs test being developed as part of an African Neuropsychological Battery for persons of African Descent with the neuropsychology post-doctoral fellow
- Deconstructing the insight-social anxiety paradox in psychotic disorders via a novel psychotherapeutic intervention
- Investigating the Impact of Integrated Neurocognitive Therapy (INT) on the Quality of Life and Recovery of Persons with Schizophrenia
- Cognitive Behavioural Therapy for Sexual Concerns During Menopause – ongoing CIHR funded project
- Involved in development of proposal looking at treatment outcomes for anxiety in transition-aged youth (age specific groups versus groups undifferentiated by age)
- Evaluating a Developmentally-Adapted Cognitive Processing Therapy Program in Transition-Aged Youth with Posttraumatic Stress Disorder (PTSD) and Substance Use
- Development of cognitive processing therapy (CPT) for youth group manual, and initiating CPT for youth treatment program
- Cognitive-behavioral approach for addressing the psychosocial impact of minority stress in transgender and gender diverse (TGD) individuals
- Development of a proposal looking at sex and gender considerations for dialectical behavior therapy
- Clinical Psychologist Supervisor for DIVINE clinical research study, PBCAR
- dTMS, neurocognition, and depression in treatment refractory older adults
- mTBI and substance abuse correlated with mental health
- Case study of bilateral hippocampus infarcts using novel neuroimaging analysis and neuropsychological assessment
- rTMS research in Forensic Psychiatry
- Moral Injury tool validation in Forensic Psychiatry across multiple sites
- Submission of several Health Canada Substance Use and Addictions Program research grants
- Studying the use of GLP1 agonists for adjunctive treatment of opioid use disorder
- Continued collaboration on an interdisciplinary research project, “Towards a digital diagnostics suite for reducing hospital admissions in vulnerable patients with chronic kidney or respiratory disease”
- Planning for the creation of a research database for the WSIB clinic
- PBCAR database project examining differences between young adults and adults with concurrent disorders
- The Diagnostic Assessment and Research Tool (DAR)T Study – validating the substance use measures in a concurrent disorders population
- Evaluating the Emotion Regulation Skills Group for Concurrent Disorders (ERS-CD) with YASUP
- Increasing access to mental health and addiction services for Indigenous and 2SLGBTQIA+ communities – ongoing CIHR granted study
- Published an outcome evaluation of a preparatory treatment program adapted for forensic psychiatric populations and implemented across the forensic psychiatric program



LEARNING

Publications:

*Psychology staff were involved with 60 publications (academic journals / book chapters / books) in 2023 (staff names are in bold, learners marked with *):*

1. Alarachi, A.*, **Merrifield, C., Rowa, K., & McCabe, R. E.** Are We Measuring ADHD or Anxiety? Examining the Factor Structure and Discriminant Validity of the Adult ADHD Self-Report Scale in an Adult Anxiety Disorder Population. *Assessment*, 10731911231225190.
2. Alcolado, G. M., **Rowa, K., Milosevic, I., & McCabe, R. E.** (2023). Do all obsessions contradict personal values to the same degree? A pilot investigation. *Bulletin of the Menninger Clinic*, 87, 291-312.
3. Barrett, E. N.,* Frey, B. N., Streiner, D. L., Agako, A.,* Inness, B. E.*, Furtado, M.,* Caropreso, L., & **Green, S. M.** (2023). Psychometric properties of the Difficulties in Emotion Regulation Scale in a perinatal sample. *Journal of Reproductive and Infant Psychology*, 21, 120.
4. Barrett, E. N.*, Furtado, M.*, Frey, B. N. & **Green, S. M.** (In Press). Insomnia and Anxiety in the Perinatal Period. In S. Verinder & L. Palgini (Eds.) *Sleep and Perinatal Disorders: A Guide for Clinicians and Researchers*. Springer.
5. Bromwich, L., Slyepchenko, A., Berry, S., Simons, S., & **Davey, C. J.** (In press). Evaluating an Art Therapy Program in an Outpatient Psychiatric Hospital Setting for Individuals with Mood Disorders. *Canadian Journal of Counselling and Psychotherapy*.
6. **Boyd, J.E.**, Cameron, D.H., Naude, G.P., **Rowa, K.**, Soreni, N., Amlung, M., & **McCabe, R.E.** (2024). Delayed discounting in individuals with anxiety and related disorders compared to healthy controls. *Canadian Journal of Behavioural Sciences*, In Press.
7. Chaimowitz, G., Garside, E., **Moulden, H. M.**, & Karlinsky, H. (2023). Aircraft-assisted suicide: A review of practice and policy. *Journal of Forensic Sciences: Mind & Law*. Doi.org/10.1016/j.fsimpl.2023.100118
8. Cobey, K., Fehlmann, C. A., Franco, M.C., Ayala, A.P., Sikora, L., **Rice, D.B.**, et al., (2023). Epidemiological Characteristics and Prevalence Rates of Research Reproducibility Across Disciplines: A Scoping Review of Articles Published in 2018-2019. *Elife*, 12, e78518.
9. Corace, K., Thavorn, K., Suschinsky, K., Willows, M., Leece, P., Kahan, M., Nijmeh, L., Aubin, N., Roach, M., Garner, G., Saskin, R., **Rice, D.B.**, Taha, S., Garber, G., & Hutton, B. (2023). Clinical Benefits of Rapid Access Addiction Medicine Clinics for Problematic Opioid Use: Findings from a Canadian Retrospective Cohort Study. *JAMA Network Open*, 6(11), e2344528-e2344528.
10. D'Alessandro-Lowe*, A. M., Patel, H., Easterbrook, B.*, Ritchie, K., Brown, A., Xue, Y., Karram, M., Millman, H., Sullo, E., Pichtikova, M., Nicholson, A., Heber, A., Malain, A., O'Connor, C., Schielke, H., Rodrigues, S., Hosseiny, F., **McCabe, R.E.**, Lanius, R.A., **McKinnon, M. C.** (2024). The independent and combined impact of moral injury and moral distress on post-traumatic stress disorder symptoms among healthcare workers during the COVID-19 pandemic. *European Journal of Psychotraumatology*, 15(1), 2299661-2299661.
11. D'Alessandro-Lowe, A. M.*, Ritchie, K., Brown, A., Easterbrook, B.*, Xue, Y., Pichtikova, M., Altman, M., Beech, I., Millman, H., Foster, F., Hassall, K., Levy, Y.*, Streiner, D.L., Hosseiny, F., Rodrigues, S., Heber, A., O'Connor, C., Schielke, H., Malain, A., **McCabe, R.E.**, Lanius, R.A., **McKinnon, M.C.** (2023). Canadian respiratory therapists who considered leaving their clinical position experienced elevated moral distress and adverse psychological and functional outcomes during the COVID-19 pandemic. *Health Promotion & Chronic Disease Prevention in Canada*, 43.
12. D'Alessandro-Lowe, A. M.*, Ritchie, K., Brown, A., Xue, Y., Pichtikova, M., Altman, M., Beech, I., Millman, H., Levy, Y.*, Hassall, K., Foster, F., Rodrigues, S., Hosseiny, F., O'Connor, C., Heber, A., Malain, A., Schielke, H., Lanius, R.A., **McCabe, R.E.**, **McKinnon, M.C.** (2023). Characterizing the mental health and functioning of Canadian respiratory therapists during the COVID-19 pandemic. *European Journal of Psychotraumatology*, 14(1), 2171751.

LEARNING

Publications Continued...

13. D'Alessandro-Lowe, A. M.*, Karram, M., Ritchie, K., Brown, A., Millman, H., Sullo, E., ... & Lanius, R.A., **McCabe, R.E., McKinnon, M.C.** (2023). Coping, Supports and Moral Injury: Spiritual Well-Being and Organizational Support Are Associated with Reduced Moral Injury in Canadian Healthcare Providers during the COVID-19 Pandemic. *Int. J. Environ. Res. Public Health*, 20, 6812
14. Dal Santo, T., **Rice, D.B.**, Carrier, M.E., Virgili-Gervais, G., et al., Thombs, B.D., SPIN Investigators. (2024). Factors Associated with Satisfaction with Social Roles and Activities Among People with Systemic Sclerosis: A Scleroderma Patient-centered Intervention Network (SPIN) Cohort Cross-sectional Study. *Rheumatic & Musculoskeletal Diseases*. [in press]
15. Dal Santo, T., **Rice, D. B.**, Amiri, L. S., Tasleem, A., Li, K., Boruff, J. T., ... & Thombs, B. D. (2023). Methods and results of studies on reporting guideline adherence are poorly reported: a meta-research study. *Journal of Clinical Epidemiology*
16. Di Passa, A. M., Dabir, M., Fein, A., Khoshroo, S., McIntyre-Wood, C., Marsden, E., **MacKillop, E.**, De Jesus, J., MacKillop, J., & Duarte, D. (2023). Clinical Efficacy of Deep Transcranial Magnetic Stimulation in Psychiatric and Cognitive Disorders: Protocol for a Systematic Review. *JMIR research protocols*, 12, e45213
17. Fraser, J. M.*, Bradford, J. M., & **Moulden, H. M.** (2024). Female perpetrated childhood sexual abuse of boys who go on to sexually offend: Review and critical analysis. *Current Psychiatry Reports*. doi.org: 10.1007/s11920-024-01486-4
18. Gavric, D., Cameron, D., **Waechter, S.**, Moscovitch, D. A., **McCabe, R. E., & Rowa, K.** (2023). Just do something: An experimental investigation of brief interventions for reducing the negative impact of post-event processing in social anxiety disorder. *Journal of Anxiety Disorders*, 98, 102744
19. Green, H. E., Daoust, A. R., **Vandermeer, M. R.**, Liu, P., Stanton, K., Harkness, K. L., & Hayden, E. P. (2023). Characterizing and predicting Canadian adolescents' internalizing symptoms in the first year of the COVID-19 pandemic. *Canadian Journal of Behavioural Science/Revue canadienne des sciences du comportement*
20. Halladay, J., Rahman, L., Luvisa, M., Mawson, M., Massey, M., Burns, J., Kennedy, M., King, K., Douglas-Micallef, K., Carter, A., **Stead, V.**, McCarron, C., Khoshroo, S., **MacKillop, E.**, Raymond, H., Younger, L., Punia, K.*, Venantius, M., Mathew, M., & MacKillop, J.J. (2023) Measuring and understanding' quality of life' among emerging adults in a substance use program. *Psychology of Addictive Behaviors*.
21. Halladay, J., **Stead, V.**, McCarron, C., Kennedy, M., King, K., Venantius, M., Carter, A., **Syan, S.**, Matthews, M., Khoshroo, S., Massey, M., Rahman, L., Burns, J., Punia, K.*, **MacKillop, E.**, Raymond, H., MacKillop, J. (2023). Initial insights from a quality improvement initiative to develop an evidence-informed young adult substance use program. *Journal of the Canadian Academy of Child and Adolescent Psychiatry*, 32(3), 185-201
22. Hersi, M., Corace, K., Hamel, C., Esmailisaraaji, L., Rice, D.B., Dryburgh, N., Skidmore, B., Garber, G., Porath, A., Willows, M., MacPherson, P., Sproule, B., Flores-Aranda, J., Ortiz, Nunez., & Hutton, B. (2023). Psychosocial and pharmacologic interventions for problematic methamphetamine use: findings from a scoping review of the literature. *Plos one*, 18(10), e0292745
23. Inness, B*. E., Furtado, M.*, Barrett, E.*, Stallwood, E.*, Streiner, D., & **Green, S. M.** (2023). Psychometric properties of the PSWQ in a sample of pregnant and postpartum women. *Journal of Reproductive and Infant Psychology*, 21, 120
24. Inness, B. E.*, **McCabe, R. E.**, Streiner, D., Barrett, E.* & **Green, S. M.** (2023). The Worry Behaviors Inventory—Perinatal Revised: Adaption and initial validation of the worry behaviors inventory for use in perinatal samples. *Assessment*

LEARNING

Publications Continued...

25. **Jongsma, K.**, Darboh, B., Davis, S., & **MacKillop, E.** (2023). A cognitive behavioural group treatment for somatic symptom disorder: a pilot study. *BMC Psychiatry*, 23. 10.1186/s12888-023-05141-9.
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LEARNING

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LEARNING

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BUILDING

Staff:

- Three psychology staff members were granted registration as Psychological Associate with the College of Psychologists of Ontario (CPO)
- A psychology staff member has submitted and approved phase 1 of 2 in the CACBT credentialing process
- A psychology staff member has completed a course and received certificate (from U of T) in Clinical Consultation
- A psychology staff member completed an MA in Clinical Psychology through the UBC
- A psychology staff member completed the Somatic Attachment Therapy Certificate Program, The Embody Lab
- Psychology staff maintain their research certificates: "Ethical Conduct for Research Involving Humans Course on Research Ethics (TCPS 2: CORE)"; Canada Good Clinical Practice (GCP) course - Collaborative Institutional Training Initiative (CITI)

BUILDING

Professional Practice Development:

- Psychology staff maintain memberships in various provincial, national and international associations such as the Ontario Psychological Association, Canadian Psychological Association, American Psychological Association, Association of Behavioral and Cognitive Therapies, Canadian Association of Cognitive and Behavioural Therapies, Academy for Eating Disorders, American Board of Professional Psychology (Clinical Neuropsychology), American Academy of Clinical Neuropsychology, Anxiety Disorders Association of America, Association for the Treatment of Sexual Abusers, International Association for Forensic Mental Health Service to name a few
- Several psychology staff (17) provided formal clinical supervision (Supervised Practice) for those staff (11) pursuing licensure with the College of Psychologists of Ontario (CPO)
- A psychology staff member successfully completed the McMaster Psychiatry Leadership Skills Development Program
- Many psychology staff attended the 2023 Canadian Association of Cognitive and Behavioural Therapy Conference
- A psychology staff is a member of the Quality Assurance Committee, CPO
- A psychology staff is a member of the Council of the CPO, Academic Member
- Two psychology staff are members of the Registration Committee Member, CPO
- A psychology staff is pursuing retraining in CPO competency areas of Rehabilitation Psychology and Health Psychology, for services with adults
- A psychology staff completed formal extension of CPO competency area to include Clinical Psychology, for services with adults
- Lead the development of a centralized psychometric test library within St. Joe's Psychology Department
- Co-facilitated several "Fundamentals of Cognitive Behavioural Therapy" online training

courses for mental health providers across Canada

- Served as a CPO ad hoc oral examiner for a clinical health psychologist's health psychology retraining plan

LEADING

- Consulted with the forensic psychiatric program patient advisory council on research and integrated feedback into the design and protocol
- Managing the quality board at the ATRC
- Leading multiple quality initiatives including Increasing Efficiencies and Reducing Wait Times for Clients with Anxiety Disorders
- Leading the delivery of a "mental health toolkit" for patients with systemic sclerosis and mental health difficulties
- Developing a new referral protocol within the MTRC to streamline and increase efficiencies
- Co-chair of Quality Committee for Cleghorn Clinic
- Module Coordinator, CBT for Anxiety training for Psychiatry Residents, McMaster University, Department of Psychiatry and Behavioural Neuroscience
- Co-Chair of Forensic EDI committee
- Chair of the PAC Research Committee
- Member of the hospital Schwartz Rounds Steering Committee
- Co-Chairing weekly Mental Health and Addictions Rounds
- Co-Chair, EDI committee, Psychology Residency Program
- Created a 'Community Psychiatry Clinic Working Group' - review select topics such as processes and procedures, service delivery and clinical issues, continuing education/supervision, and outcome monitoring
- Revised the onboarding process for BPDS. Created the role of the 'onboarding coordinator' on the BPDS team

LEADING Continued...

- Clinical Head of Service, Clinical Neuropsychology Service
- Academic Head of Service, Schizophrenia and Community Integration Service
- Member, Research Governance Committee, St. Joseph's Healthcare, Hamilton
- Member, Research Institute Award Committee, St. Joseph's Healthcare, Hamilton
- Member, Integrated Quality Council, Schizophrenia and Community Integration Service
- Member, Patient Experience, Quality and Practice Committee, Mental Health and Addictions Program
- Member, Executive Leadership Committee, Schizophrenia Quality Standards Implementation
- Chair, Steering Committee, Health Quality Ontario Schizophrenia Standards Implementation Initiative, Schizophrenia and Community Integration Service
- Member, Outpatient Quality Council, Schizophrenia and Community Integration Service
- Led the development of novel EMR tool (Schizophrenia Navigator), practice enhancements and workflows, and evaluated within SCIS - presented work to MHAP leadership re schizophrenia treatment standards reporting requirements with Ministry of Health
- Mood and Anxiety Quality Council
- Project Lead and Clinical Lead for St. Josephs' Healthcare Hamilton, Evidence2Practice Ontario
- St. Joe's Pride Planning Committee and MC for Pride 2023 event at Charlton Campus
- Smudge Policy revisions
- Operations/Quality Sub-Committee – Peritoneal Dialysis, Home Hemodialysis, Multidisciplinary Care Kidney Clinic

External Activities:

Presentations

- Psychology staff were involved in over

50 presentations in 2023 to a variety of audiences in conferences / meetings held across Canada, and internationally. Examples include McMaster Psychiatry Research Day, Canadian Psychological Association, Canadian Psychiatric Association, Canadian Academy of Psychiatry and the Law, Canadian Association for Cognitive and Behavioural Therapies, Association for Behavioural and Cognitive Therapies, International Forensic Risk and Recovery Conference, Scleroderma Canada Conference, Ontario Renal Network, Ontario Psychological Association

- In collaboration with the Hamilton Public Library, organized a free virtual talk series for Psychology Month in February. This was our 8th year organizing this event and third year that it was conducted virtually. Topics included: Understanding and Managing Symptoms of Depression, Tackling Anxiety, and Helping a Loved One with Mental Illness
- Psychology staff were involved in over 15 media events including Facebook Live, TVO The Agenda with Steve Paikin, Brian Crombie Radio Show – Sauga 960, Global News, CTV News, Atchison Globe Now, McGill Newsroom, Globe and Mail, QR Calgary – Radio, The Hamilton Spectator
- Review of the Young Adult Substance Use Program (YA-SUP) and substance use services and resources for clinicians. Hamilton Health Sciences, Family Health Team
- Bi-monthly presentation for Early Psychosis Intervention programs across Ontario
- Providing sessional instruction at the University of Guelph, teaching the Neuropsychology graduate course
- online CBT education of CBT therapists across Ontario in OSP
- Co-Development of course on Fundamentals of Cognitive Behavioural Therapy for Anxiety and Mood Disorders, course instructor
- Patient education night about the impacts of chronic pain on mental health in the context of scleroderma (Scleroderma Hamilton Group)

LEADING

External Activities:

Presentations Continued...

- Provided pain education and skills to patients relevant to the impacts of chronic pain on mental health in the context of scleroderma (Scleroderma Mental Health Program)
- Monthly webinars on binge eating disorder through Eating Disorders Ontario
- Monthly webinars on Cognitive Behaviour Therapy – Enhanced (CBT-e) through Eating Disorders Ontario
- Quarterly webinars on program design for publicly funded eating disorders programs through Eating Disorders Ontario
- Half-day workshop/presentation on providing eating disorder informed care in the Ontario Youth Hubs (to clinicians working in youth hubs)
- Psychology of Hostage Negotiations: Crisis Intervention, Guest Lecturer, Ontario Police College
- Invited Participant, National Schizophrenia Medical Advisory Board Meeting
- Developed and delivered a workshop on adapting CBT to meet the unique needs of perinatal women with anxiety and depression - Ontario Structured Psychotherapy Program - North Simcoe and Muskoka
- Presentations about OSP to healthcare stakeholders across OH West (e.g., mayors, council members, emergency responders leadership, family physicians and other healthcare professionals)
- Task Force, Canadian Psychological Association
- Invited member of the CANMAT team for development of the Canadian treatment guidelines of Perinatal Mental Health
- Forensic Psychiatric Program Research Committee, Chair
- International Forensic Psychiatry Lecture Series (organizing committee)
- Forensic Risk and Recovery Conference (organizing committee)
- Editorial Board Member, Journal of Obsessive-Compulsive and Related Disorders
- Member program (Training Director), Association of Postdoctoral Programs in Clinical Neuropsychology (APPCN)
- Member, Communications and Advocacy Committee, Canadian Association of Cognitive and Behavioural Therapies
- Co-Chair, Depression and Anxiety-Related Disorders Expert Panel: Guidance for Clinically Appropriate Use of Virtual Care, Ontario Health
- Member of the Quality Standard Advisory Committee for the Health Quality Ontario Standards for Chronic Obstructive Pulmonary Disease – 5 year update
- DPBN - Wellness Committee, Executive Committee, Research Advisory Committee, Tenure and Promotion Committee
- Member, Hoarding Planning Committee, Virtual Conference, International Obsessive Compulsive Foundation
- DPBN - Co-chair of PRISM
- McMaster Postgraduate Medical Education - EDI Committee
- Board of Directors, Association for the Treatment and Prevention of Sexual Abuse (membership committee chair, education and conference planning committee)
- Section Co-Editor, Sexual Disorders, Current Psychiatry Reports
- Associate Editor, International Journal of Risk & Recovery

Committees

Psychology staff were members of multiple external committees pertaining to clinical practice, education, and research. Examples:

- Co-Chairs, McMaster Department of Psychiatry and Behavioural Neurosciences (DPBN) Grand Rounds Committee
- Grand Rounds Preparation Committee, McMaster DPBN
- Criminal Responsibility & Fitness to Stand Trial

LEADING**External Activities:****Committees Continued...**

- Editorial Board Member, Journal of Child Sexual Abuse
- Editorial Board Member, Frontiers in Psychiatry
- Editorial Board Member, Sexual Abuse
- Clinical Training Committee, Research & Clinical Training Program, Department of Psychology, Neuroscience and Behaviour, McMaster University
- Forensic Psychiatry Residency Program Committee, McMaster University
- Executive committee member, Research & Clinical Training Program, Department of Psychology, Neuroscience and Behaviour, McMaster University
- Member at Large, Canadian Psychological Association Traumatic Stress Section Executive Committee
- Member at Large, Canadian Psychological Association Psychologists in Hospitals and Health Centres Section Executive Committee
- Canadian Psychological Association (CPA) – education sub-committee of the Addiction Psychology Section
- Member of the McMaster Subspecialty Competence Committee
- Member of the McMaster Geriatric Subspecialty Committee
- Board Member of the Suicide Prevention Community Council of Hamilton
- Member McMaster University, Masters in Psychotherapy, Curriculum Development Committee
- Clinical Advisor to the Eating Disorder Ontario – Prevention
- Ontario Health MHA CA: Chair for Eating Disorders Expert Panel: Guidance for Clinically Appropriate Use of Virtual Care
- Ontario Health MHA Centre of Excellence: Member of eating disorders provincial advisory table
- Steering committee for the Eating Disorders Ontario (training for network)
- Member, Curriculum Committee, MSc Psychotherapy Program, McMaster University
- Member, Academic Committee, MSc Psychotherapy Program, McMaster University
- Member of the Expert Panel that was involved in developing Ontario Health’s Guidance for the Clinically Appropriate Use of Virtual Care, Depression and Anxiety-Related Conditions.
- Past Chair, Council of Psychiatric Continuing Education (COPCE) Committee, Canadian Psychiatric Association
- Expert Consultant/ Subject Matter Expert, Cognitive Impairment in Schizophrenia, Boehringer Ingelheim Canada Inc, Mental Health
- Co-Chair, Psychiatry Annual Review Course Planning Committee, Department of Psychiatry & Behavioural Neurosciences, McMaster University
- Member, Tenure & Promotion Review Committee, Department of Psychiatry and Behavioural Neurosciences, McMaster University
- Member, Departmental Executive Committee, Department of Psychiatry and Behavioural Neurosciences, McMaster University, Hamilton ON
- Member, Scientific Advisory Board, Centre for Clinical Neurosciences (CCN), Department of Psychiatry & Behavioural Neurosciences, McMaster University
- Mentor, Women in Science and Engineering (WISE), McMaster University
- Ombudsperson, Postgraduate Training Program in Psychiatry, McMaster University, Hamilton
- Member of the Community Perinatal Mental Health Pathways Committee
- One of the founding members of the developing international organization: North American Association for Practicum Sites in Neuropsychology (NAPSN)

LEADING

External Activities:

Committees Continued...

- American Academy of Clinical Neuropsychology (AACN) Co-chair of the Board Certification Promotion Committee
- American Board of Professional Psychology (ABPP)/American Board of Clinical Neuropsychology (ABCN) – work sample reviewer
- American Board of Professional Psychology (ABPP)/American Board of Clinical Neuropsychology (ABCN) – Canadian Credentialing Committee
- Mentor, American Academy of Clinical Neuropsychology (AACN)
- Executive Training Committee – McMaster Palliative Medicine Fellowship Program
- Indigenous Wellness Program in partnership with HWDSB
- Chair of the Indigenous Mental Health Working Group, DPBN
- Member Centre for Medicinal Cannabis Research, McMaster University, Women’s Health and Cannabis Working Group
- Provided consultation services to the Ontario Health Cancer Patient Education Team offering feedback on sleep disturbance patient resources for their cancer care guide
- Participated in a feedback session for the Ontario Renal Network on the model of mental health services for renal patients at St. Joe’s, in collaboration with social work
- Provided consultation services to the Ontario Renal Network (Ontario Health) offering feedback on material for patients and care providers on the management of depression and anxiety

Major Initiatives for 2024/25:

CARING

- Ongoing troubleshooting of how to most effectively provide hybrid virtual and in-person services
- Increase understanding of barriers to accessing mental health services by minority populations
- Develop tools for researching and/or treating impact of climate change on anxiety
- Support the launch of a neurostimulation option for clients with OCD and anxiety disorders who do not benefit from first line treatments (Caring & Learning)
- Develop and implement a 12-week Mindfulness-Based Interventions for OCD at the ATRC as part of the CIHR grant (Caring & Learning)
- Extend services offered at the Eating Disorder Clinic for those with Avoidant Restrictive Intake Disorder (ARFID)
- Pilot a compassion-focused therapy group
- Expand the scope of group therapy offerings at OSP West
- Initiate virtual online peritoneal dialysis peer support group
- Collaborate with mental health nurses in the East Region Mental Health Unit to set up a CBT for insomnia group
- Set up a CBT for insomnia group for renal disease patients
- Streamline the Prioritizing Indigenous Mental Health pathway
- Strengthen relationship building with Indigenous community organizations

Major Initiatives for 2024/25:

LEARNING

- Continue to build and expand the psychology-based high school co-op placement at SJHH with 4 co-leads and across school boards. This is a novel development and first of its kind (as far as we know). Exposing senior high school students to a variety of subspecialties in clinical psychology (e.g., women’s health, personality disorders, mood disorders, eating disorders) with a variety of clinical, administrative, and research tasks. This will better inform students at the high school level, what a career in clinical psychology looks and the role of a psychologist in a public health system.
- Evaluate program data using the Borderline Personality Disorder Services battery to assist with program development
- Chair of Schizophrenia Academic Half Day - Planning a half day event for learners, hospital staff, faculty and community professionals to engage in continuing professional development related to psychosocial interventions for adults with schizophrenia and related disorders
- New RCT graduate student to focus on schizophrenia research in Sept. 2024, co-supervising with psychiatrist colleague to support graduate student involvement in expanded research program
- Continue supervising neuropsychology clinician/consultant: dTMS research collaboration with PBCAR, Geriatrics, Neuropsychology.
- Continue role as neuropsychological consultant on cannabis and neuroimaging study with Dr. Balodis of the PBCAR
- Continue to increase knowledge in the areas of somatic symptom disorders and substance use and the relationship with neuropsychological function in the hope to eventually lead new initiatives with these (underserved) complex clinical populations
- Support/supervise the first psychology practicum students and psychology residents at OSP
- Evaluate the Indigenous Wellness Program



BUILDING

- Become a Peer Reviewer with the College of Psychologists of Ontario
- Develop a rehabilitation psychology retraining program through the WSIB specialty Clinic
- Co-Facilitate the McMaster Psychiatry Leadership Skills Development Program

LEADING

- Lead internal SJHH MHAP spread of quality improvement and measurement based care initiatives related to standards of care for adults with schizophrenia, expand and support adoption within Acute Mental Health and Forensic Psychiatry
- Recruit and mentor junior psychologist to join Schizophrenia and Community Integration Service, aim for onboarding in September 2024
- Plan and undertake Staff Retreat, Clinical Neuropsychology Service
- Plan and implement camaraderie event for women and non-male identifying faculty in the Schizophrenia Service/Division

Respiratory Services

KELLY HASSALL, RRT, FCSRT, MEd, BSc
Professional Practice Leader (West 5th)

Scope of Practice

The practice of respiratory therapy is the providing of oxygen therapy, cardio-respiratory equipment monitoring and the assessment and treatment of cardio-respiratory and associated disorders to maintain or restore ventilation.

The Anesthesia Assistants within St Joseph's Healthcare Hamilton have completed additional training in an accredited Anesthesia Assistant program.

Controlled Acts Authorized to RT Performing a prescribed procedure below the dermis (controlled act # 2).

Intubation beyond the point of the nasal passages where they normally narrow or beyond the larynx (controlled act # 6ii and iii).

Suctioning beyond the point in the nasal passages where they normally narrow or beyond the larynx (controlled act # 6ii and iii).

Administering a substance by injection or inhalation (controlled act # 5).

Number of Members of Discipline:

SITE	FTE	POSITION
Charlton	21	Respiratory Therapist (RT)
	9	Anesthesia Assistants (AA)
	5	Pulmonary Technologists (PT)

Major Achievements

CARING

Clinical Practice:

- Engaged in the Footprints survey
- Optimized Dovetale charting to enhance communication and patient care
- Enhanced patient compliance and comfort with non-invasive nocturnal support using a variety of mask interfaces purchased through the comfort fund
- Established a Respiratory Therapy Practice Council

LEARNING

Education:

Clinical Education

- 3 Respiratory Therapy students from Conestoga College were assisted in completing their clinical year
- 1 Respiratory Therapy student from Fanshawe College is currently being assisted in completing their clinical year
- Observational educational opportunity was supported for a Healthcare Scientist trainee from the NHS Royal Papworth Hospital
- Support for Anesthesia Assistant students in the Operating Room



LEARNING

Education Continued....

Formal Teaching

- One staff member is a professor at Conestoga College within the Respiratory Therapy Program
- One staff member is assisting in the curriculum development for an Anesthesia Assistant Program with Mohawk College
- Yearly education with respect to non-invasive ventilation and respiratory medications for Respiriology Resident
- Introduction to ventilation and tracheostomy teaching for intensive care unit residents.
- Ongoing education with respect to respiratory care and management of the neonate during resuscitation for pediatric residents
- Assistance in delivering the Neonatal Resuscitation Program to Family Practice Residents



Internal Education

- Participated in general clinical orientation for newly hired staff
- Engaged in critical care training and orientation for newly hired nurses in critical care areas
- Assisted in delivering Neonatal Resuscitation Program to the interprofessional team within the Women's and Infants' Health program
- Provided educational support for mock code blue pediatric discussions and simulations in the PET Department
- Collaborated with the interprofessional team in the Emergency Department for various simulation events
- Supported yearly airway review sessions for Endoscopy nurses

Research

- "Cuff Leak and Airway Obstruction in Mechanically Ventilated ICU Patients" Lewis et al
- "Non-invasive Ventilation and Dexmedetomidine in Critically Ill Adults" Lewis et al
- "A Randomized, Double-blind, placebo-controlled clinical trial of once daily inhaled molgramostim nebulizer solution in adult subjects with autoimmune pulmonary alveolar proteinosis" Savara Aps et al

Publications:

- D'Alessandro-Lowe, A., Ritchie, K., Brown, A., Xue, Y., Pichtoikova, M., Altman, M., Beech, I., Millman, H., Levy, Y., Asma, S., Hassall, K., Foster, F., Rodrigues, S., Hosseiny, F., O'Connor, C., Heber, A., Malain, A., Schielke, H., Lanius, R., McCabe, R., & McKinnon, M. (2023). Characterizing the mental health and functioning of Canadian respiratory therapists during the COVID-19 pandemic. *European Journal of Psychotraumatology* 14(1), online. Doi:10.1080/20008066.2023.217151
- Piatek, S., Bishop, E., Hassall, K., Fung, M., Harris, J., Hoogens, J. & Kho, M. (2023). Facial pressure injuries in mechanically ventilated prone patients: a narrative review. *Can J Anesth/J Can Anesth* 70 (Suppl 1), 89-92. Doi:10.1007/s12630-023-02445-y

BUILDING

Internal Education

- One staff member currently enrolled in the Fanshawe Anesthesia Assistant program and being supported with clinical experience and education in the Operating room at St Joseph's Healthcare Hamilton
- One staff member successfully completed the Micropreemie stabilization online course through the Canadian Society of Respiratory Therapy (CRST)
- One staff member is currently enrolled in the preceptor education program



Professional Practice Development

- Ongoing training for the use of ultrasound for lung assessment and arterial line insertion
- One staff member successfully challenged the Health Professionals Testing Canada Entry to Practice Respiratory Therapy exam.

LEADING

External Activities:

- An RT and AA assisted in facilitating a workshop for the use of point of care ultrasound for lung assessment at the Canadian Society of Respiratory Therapy National Educational Tradeshow and Conference with Dr. Kim Lewis
- Assisted with the pilot of the Fisher and Paykel Duet High Flow Nasal Prongs in the clinical setting
- Trial of Simeox airway secretion clearance device
- Recipient of the 2023 Conestoga College Employer of Distinction Award for precepting Respiratory Therapy Students

Presentations

- "Shading The Grey: Translating knowledge into practice" Lecture at CSRT May 2023 co-presented with Conestoga College.
- "The Flip-Side of Proning" Interprofessional lecture at the CSRT May 2023 with RT and Occupational Therapist from St Joseph's Healthcare Hamilton
- Lung Ultrasound Workshop at CSRT May 2023 Interprofessional team of MD, RT and AA from St Joseph's Healthcare Hamilton

Committees

- Hamilton Health Sciences Respiratory Therapy Practice Council
- Hamilton Health Sciences Annual Respiratory Therapy Educational Retreat Planning Committee
- Canadian Society of Respiratory Therapists Clinical Simulation Network
- Professional Advisory Committee Conestoga College
- CSRT Scientific Program Committee
- Trauma Informed Care Steering Committee

Major Initiatives for 2024/25:

CARING

- Ongoing engagement with 3 wishes and compassionate care initiatives within the organization
- Explore resources and supports within the organization for mental health and wellness of health care teams

LEARNING

- Continue training and clinical implementation of point of care ultrasound for arterial line insertion and lung assessment
- Engage in education and training with regards to compassionate care at end of life
- Identify opportunities for Pediatric Advanced Life Support Training

BUILDING

- Representation at the Canadian Society of Respiratory Therapy Annual Trade Show and Educational Conference in May 2024
- Representation at the Hamilton Health Sciences Educational Retreat in October 2024
- Representation at the Society of Respiratory Therapy Annual Educational Conference

LEADING

- Assist Respiratory Therapists from Sick Kids and St Mary's in acquiring Point of Care Ultrasound training
- Evaluate non-invasive respiratory support devices for acute BiPAP management



Social Work

JIMENA SILLIKER, MSW., RSW
Professional Practice Leader (Charlton, King, West 5th)

Scope of Practice

Registered Social Workers (RSWs) provide psychosocial assessment, counselling/psychotherapy, case management, patient/family education and supportive counselling, discharge planning, service coordination and consultation according to best practice standards in order to assist patients to achieve optimum recovery and quality of life. This includes maximizing the benefits patients and families receive from their medical and mental health treatments and transitioning to risk-reduced, timely discharges. Registered Social Workers also provide leadership in high risk social situations, program development, advocacy, and developing and maintaining strong community linkages. Additionally, Registered Social Workers will participate in mentoring, community development, teaching, continuous quality improvement and research activities

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	34	12	Social Workers (SW, RSW)
King	4	0	Social Workers
West 5th	57	18	Social Workers
OFFSITE	15	10	Social Workers

Major Achievements

CARING

Clinical Practice:

- Co-led quality improvement initiative to improve the communication between hospitals and shelters when patients transfer between organizations to improve experience of receiving care and safety of patients
- Facilitated 4 education sessions throughout the Respiratory Rehabilitation Day Program (RRDP) to patients
- Facilitated monthly Breathing Buddies support group for graduates of the RRDP.
- Implement evidence-based risk assessment of suicide and violence risk, as may be present in a wide variety of mental health crises (e.g. acute and chronic manifestations of psychosis, substance intoxication, mood disorders, personality features / disorders, dementia)
- Incorporated relevant theory, including cognitive behavioral theory, systems theory, and acceptance and commitment therapy principles, into attachment and trauma-informed crisis interventions and assessments
- Prepared case formulations of crisis calls attended, based on various sources of collateral information, as appropriate, personal observation, and direct assessment of individuals
- Participated in the SJHH/Developmental Services Ontario monthly touchpoint meetings
- Participated in internal committees/subcommittees/working groups: Post Acute Care for Bariatric Patients, Post-Acute Care Integrated Quality and Operations Committee, Medical Assistance in Dying Resource Team (MRT), Informatics Working Group, Equity, Diversity and Inclusion

CARING

Clinical Practice Continued...

- Developed and implemented new enhanced types of notes (Transfer of Accountability (TOA), vacation TOAs and priority document, as well as new Post-acute admission note
- Applied and awarded five 2023 Patient Comfort & Kindness Grants from St. Joseph's Healthcare Foundation, which assisted patients with transportation cost, food insecurity, cell phones (with SIM cards) so they could access services, Pocket Talkers for the hearing impaired, personal grooming needs and unaffordable items for patients that would assist in discharges (beds, commodes, etc)
- Secured more than 140 Christmas presents from community partners for isolated seniors in our inpatient units across sites



LEARNING

Education:

Clinical Education

- Supported Job Shadowing Work Experiences (2 professionals and 1 student)
- Supported 18 Social Work Field University placements across the organization (most common partners Windsor, Wilfred Laurier, McMaster, Waterloo and Western Universities)
- Provided ongoing teaching for new clinical clerks in Interprofessional Education teaching sessions (Interprofessional education) with other health care team members (1-2 x per month) in the Nephrology Program
- Provided orientation to new residents and nursing staff (multi-disciplinary teaching session regarding appropriate referrals, clarifying role, goals) across SJHH



Formal Teaching

- 2 RSW awarded Expertise in Field Instruction which recognizes substantial dedication and long-term commitment to student placement opportunities at Wilfred Laurier and McMaster Universities

Number of RSW's	Title and University
7	Assistant Clinical Professor (Adjunct), McMaster University, Dept of Medicine
5	Assistant Clinical Professor (Adjunct), McMaster University, Dept of Psychiatry and Neuroscience
1	Adjunct Lecturer, McMaster University
2	Associate Field Education Professor, Wilfred Laurier University
1	Sessional Instructor, Mohawk College

Internal Education

- Presented findings from research study to staff at St. Joseph's Healthcare Hamilton and broader healthcare and social services community
- Facilitated 4 education sessions during the RRDP providing information about topics such as Power of Attorney/Living Wills, Community Resources, Beyond Rehab (community exercise programming) and Meet the Grads
- Regularly consulted with, and directed, police colleagues regarding decision making in high-risk scenarios with high-acuity or unwell clients in the mental health crisis role
- Regularly consulted with colleagues regarding decision-making relating to high-risk, insidious psychiatric manifestations of serious medical issues (e.g. cases of lithium toxicity; an individual with prolonged immobilization due to a fall and hip fracture resulting in rhabdomyolysis; new onset paranoia, persecutory delusions, and agitation in a malnourished elderly male with advanced Chronic Obstructive Pulmonary Disease and a hypertensive crisis of unknown etiology; cellulitis of an individual's foot likely progressing to necrotizing fasciitis resulting in a delirium and associated aggressive behavior in an individual)

LEARNING

Education

Internal Education Continued...

- Continued to lead (along with Dr. Heather McNeely) the integration of Cognitive Behaviour Therapy (CBT) for psychosis within Schizophrenia Community Integration Service (SCIS). This has been an ongoing project for the last several years (starting in 2020) but gained significant traction last year. Now offering 12-week groups at last three times a year on to all of the SCIS outpatient clinics, monthly drop in CBTp sessions to both the outpatient clinics and all three inpatient units, monthly CBTp group consultation for all involved clinicians, and will be starting a yearly training for SCIS and Transitional Outpatient Program of Schizophrenia Service (TOPSS) clinicians on CBTp informed practice.
- Continued to present the yearly Columbia Suicide Risk assessment training to all Schizophrenia Outpatient Clinic, and Haldimand Norfolk Assertive Community Treatment Team (ACTT) staff
- The Psychiatric Emergency Services Virtual Clinic serves as a dynamic hub of learning and growth, providing healthcare professionals with invaluable opportunities to expand their knowledge and expertise in emergency psychiatry. Social workers, psychiatrists, and psychiatry residents engage in continuous learning, gaining hands-on experience in crisis intervention, risk assessment, and treatment planning. Through ongoing education and training initiatives, the clinic fosters a culture of innovation and improvement, driving forward advancements in mental health and addiction care delivery. Furthermore, its publication in the Canadian Social Work Review reflects its commitment to contributing to the broader body of knowledge in the field, enriching the discourse surrounding emergency psychiatry social work practice.
- RSW in Anxiety Clinic provides training to other staff in evidence-based psychotherapies for PTSD (Cognitive Processing Therapy, Prolonged Exposure and Written Exposure Therapy) through co-therapy
- Discharge Specialist completed Workshop on SW Clinical Assessment
- Social Work Week Rounds: Intimate Partner Violence: Recognizing and Responding Safely (VEGA Family Violence Project)
- As part of Senior's month (June) supported and assisted with bringing the Live Webinar: Using Person-centered Language to Document Responsive Behaviors in Acute Care Settings across SJHH



Research

- Lead researcher for interdisciplinary research project, "Understanding the Population Health Needs of Residential Care Facility Tenants"
- Project member, Strategic Innovations to Improve the Hospital Wide Flow of Elderly Patients
- Stepho, E., Heinrich-Williams, M., Dunne, L., Raymond, H., & Parthasarathi, U. (2020). The role of emergency psychiatry social work in a virtual clinic during the COVID-19 pandemic. *Canadian Social Work Review*, 37(2), 185-195.

BUILDING

Internal Education:

- Discharge and Transition Specialist, West 5th: Home First-Long Term Care process education

Professional Practice Development:

- Attended the 16th Annual Hybrid Risk and Recovery Forensic Conference April 20 and 21, 2023 (total 16 hours)
- Attended the 2023 Crisis Intervention Team (CIT) international conference in Detroit, Michigan from August 14-16, 2023
- Multiple RSWs in Social Work Department completed training course on Cognitive Behavioural Therapy Fundamentals

LEADING

- Lead for SJHH to sign a data sharing agreement with the City of Hamilton through which SJHH's programs which serve homeless individuals are able to share information more effectively with the housing division of the city and we have been able to prioritize patients served by our teams for housing opportunities through the City of Hamilton. The next step will be for SJHH's key programs to have access to the Homelessness Individual and Family Information System (HIFIS) to more effectively and efficiently collaborate with our homelessness serving partners to address the needs of mutual patients.
- Co-lead for a multi organizational Excellence through Quality Improvement (EQIP) project submitted from the Hospitals Shelters Working Group to improve communication between hospitals and shelters for better transitions and care for vulnerable patients. Outcomes from work included adoption of revision to a pre-existing communication tool and process and need to embed same into systems which are electronic to realize widespread uptake by all involved organizations.
- Operational lead for "The Collaborative Alternate Level of Care (ALC) Project" between SJHH and the McMaster University W Booth School of Engineering Practice and Technology Engineering Design (human-centeredness)—project concluded with prototypes that were still theoretical in nature.

External Activities:

Presentations

- Presented findings from research study to staff at St. Joseph's Healthcare Hamilton and broader healthcare and social services community (Understanding the Population Health Needs of Tenants in Residential Care Facilities (RCFs) in Hamilton, Ontario)
- Assisted in delivering, on August 15, 2023, a presentation with SJHH and Hamilton Police Service Colleagues, on the Mobile Crisis Rapid Response Teams (MCRRT), Crisis Outreach and Support Teams (COAST), as well as the Rapid Intervention and Support Team (RIST), to a varied conference audience, working in policing and mental health, at the 2023 Crisis Intervention Team (CIT) international conference, in Detroit, Michigan
- Trillium Health Partners (THP) – Knowledge translation of SJHH ALC practices and experiences presented at the request of THP Social Work and Discharge Planning

LEADING Continued...

Committees

- Community Committee member "3 Days in Palliative Care"
- Social Prescribing in Hamilton Advisory Board Member (Greater Hamilton Health Network and Canadian Red Cross)
- Social Work Professional Practice Council
- Residential Care Facilities Steering Committee
- Co-chair of the Coordinated Care Management Haldimand Norfolk Action Table
- Ontario Health Access to Care: Active member of the ALC Coordinators' Group
- School of Social Work Field Placement Committee, McMaster University
- Developmental Services of Ontario Collaborative liaison
- Canadian Association of the Nephrology Social Workers
- Kidney Foundation of Canada
- Regional Child Welfare Committee
- Co-Chair- Residential Care Facilities Steering Committee, Greater Hamilton Health Network
- Co-Chair- Hospital Shelters Working Group

Major Initiatives for 2024/25:

CARING

- Co-lead: Excellence in Quality Improvement program to improve communication between hospitals and shelter during transitions
- Membership on Better Birthing Committee, Early Pregnancy Assessment Clinic and Seniors at Risk Community Collaborative (Member)

Speech-Language Pathology

BONNIE REABURN JONES, Reg CASLPO
Professional Practice Leader (Charlton, West 5th)

Scope of Practice

The practice of speech-language pathology is the assessment of speech and language functions and the treatment and prevention of speech and language dysfunctions or disorders to develop, maintain, rehabilitate or augment oral motor or communicative functions.

Controlled Act
Authorized to Speech Language Pathology for "Putting an instrument, hand or finger into an artificial opening in the body".

Procedures
Pertaining to
Tracheoesophageal
Voice Restoration
Following Total
Laryngectomy.

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	8.6		Speech-Language Pathologists
West 5th	.4		Speech-Language Pathologists
Offsite: Satellite Health Facility (SHF)	1		Speech-Language Pathologists

Major Achievements

CARING

Clinical Practice:

- Received the 2023 Hamilton Spectator Readers' Choice Gold Award for Speech Therapy Services
- Offered in-person and virtual New Voice Club, a support group for patients who have had a laryngectomy and their family
- Offered virtual, telephone and in-person appointments in the St. Joseph's Healthcare Hamilton (SJHH) Outpatient Swallowing Clinic
- Speech Language Pathologists (SLP) are active members of several SJHH committees, including General Internal Medicine Integrated Quality and Operations Committee, Inpatient Post-Acute Care Integrated Quality and Operations Committee; Acute Ambulatory Post-Acute Care Integrated Quality and Operations Committee, Critical Care Integrated Quality and Operations Committee and SJHH Ethics Committee

LEARNING

Education:

Clinical Education

- Four clinical placements for SLP learners from McMaster University
- One learner placement for a Western University student in the Applied Health Sciences Master's program
- One job shadow experience
- Two SLPs participated in the Multiple-Mini Interview process for new admissions to McMaster University SLP program
- Participated in "Take your Kids to Work" event for grade 9 students

LEARNING

Education Continued....

Formal Teaching

- Two SLPs are Assistant Clinical Professors (Adjunct), School of Rehabilitation Science, McMaster University
- Lectured to McMaster University SLP students regarding Voice Restoration Post-Laryngectomy
- Provided an in-service regarding dysphagia to General Internal Medicine nursing students
- Provided an in-service regarding “Dysphagia and Dementia” to recreation therapy students

Internal Education

- One SLP is a Gentle Persuasive Approach (GPA) coach, facilitating education sessions at Charlton and West 5th sites
- Presented to the Head and Neck multi-disciplinary team at Head & Neck "Teach and Tea" regarding "The role of the SLP postoperative laryngectomy; communication and pulmonary considerations"
- Offered an education session for Head and Neck nurses regarding “SLP role pre and post laryngectomy”
- Offered an education session for Respiratory Therapists regarding "A review of Heat Moisture Exchange (HME) and tracheostoma supplies post laryngectomy"
- In collaboration with clinical nutrition, provided education regarding dysphagia management to the healthcare team at the Satellite Health Facility
- Provided training on feeding and swallowing to Personal Support Workers on the Nephrology inpatient unit
- In-person or recorded presentation on “Dysphagia and Dementia” was provided to new nursing and health professionals at West 5th

Research

- Established partnership with the Aging Swallow Research Lab at the School of Rehabilitation Sciences, McMaster University

BUILDING

Professional Practice Development

- Hosted May month movie event with ATOS Medical Canada. This inspirational film "Can you Hear my Voice" was offered to staff, learners and volunteers at SJHH
- One SLP completed the course, “Crucial Conversations” to improve skills for difficult conversations.
- SLPs attended education sessions at SJHH Learning Pillar week
- One SLP staff received education in Crisis Prevention Institute (CPI) Verbal Intervention Training
- One SLP is a member of SJHH Wellness committee
- Member of the Dysphagia Research Society (DRS) with membership offering monthly virtual education sessions on dysphagia

LEADING

External Activities:

Committees

- Volunteer Committee Member, the Speech Language Pathology Program Council and Admissions Working Group in the School of Rehabilitation Sciences for McMaster University
- Member, the Hamilton Region Speech and Language Audiology Council (HRSLAC)
- Member, Southern Ontario SLP Leaders Group
- Member, SLP of Ontario Oncology Network (SPOON)
- Member, speech Pathologists of Ontario of Critical care Collaborative, a network of critical care SLPs across Ontario
- Member, Discipline Committee (non-board), College of Audiologists and Speech-Language Pathologists of Ontario
- Co-Chair, Professional Advisory Committee

Major Initiatives for 2024/25:

CARING

- Improve timely access to SJHH Outpatient Swallowing Clinic
- Investigate use of Fiberoptic Endoscopic Evaluation of Swallowing (FEES), as another swallowing assessment tool
- Provide education to health care team members in the areas of swallowing and oral care to support patient care

LEARNING

- Continue to offer clinical placements to SLP learners from McMaster University
- Continue to support the SLP program at McMaster University through guest lectures, Multiple Mini Interviews, or other requested activities



Spiritual Care

KEITH METCALFE
Professional Practice Leader (Charlton, West 5th)

Scope of Practice

Certified Spiritual Care Practitioners and Psycho- Spiritual Therapists seek to improve the quality of life for individuals and groups experiencing spiritual, moral and existential distress related to changes in health, maturation, ability, and life circumstances. They utilize a holistic, relational approach to assess the nature and extent of the concerns, collaboratively develop a plan of care, provide therapeutic interventions to promote, maintain, and restore health and/ or palliate illness and injury, and evaluate the implementation of the plan of care to ensure its efficacy and effectiveness.

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
Charlton	5		Certified Spiritual Care Practitioners and Psycho- Spiritual Therapists
West 5th	3		

Major Achievements

Certified Spiritual Care Practitioners and Psycho- Spiritual Therapists seek to improve the quality of life for individuals and groups experiencing spiritual, moral and existential distress related to changes in health, maturation, ability, and life circumstances. They utilize a holistic, relational approach to assess the nature and extent of the concerns, collaboratively develop a plan of care, provide therapeutic interventions to promote, maintain, and restore health and/ or palliate illness and injury, and evaluate the implementation of the plan of care to ensure its efficacy and effectiveness.

CARING

Clinical Practice:

Revisions of the recently introduced policy related to Smudging inside and outside of the buildings. Members of the Spiritual Care team and leadership, worked in collaboration with patients, staff, and further members of the Indigenous community to revise the Smudging Policy and related procedures to ensure the respectful and safe provision of Smudging Ceremonies within and outside of the buildings of SJHH. This continued adaptation is to ensure full accessibility of Smudging Ceremonies in the most efficient and streamlined ways possible, while ensuring patient and staff safety.

LEARNING

Education:

St. Joseph's Healthcare has a longstanding tradition of offering Spiritual Care learners clinical placements, mentorship, preceptorships, as well as formal education on-site through the year in the form of Clinical Psycho-spiritual Education (CPE) - formerly, Clinical Pastoral Education.

Clinical Education

- 3 units of Clinical Psycho-spiritual Education (CPE) provided in 2023, 9 learners in total. Throughout 2023, Spiritual Care Educators welcomed in and provided educational and clinical opportunities to 9 candidates interested in the Spiritual Care profession

Formal Teaching

- The Spiritual Care Department has SJHS System-Wide Academic Affiliation Agreements with Martin Luther University College, Knox & Emanuel Colleges (University of Toronto) and the Diocese of Hamilton (to ensure Deacon candidates have an opportunity to learn pastoral care in healthcare settings)

Internal Education

- Chaplains collaborated with the Palliative Care Medicine Team to provide palliative care medicine residents education about spiritually supporting patients, this also included medical residents shadowing spiritual care providers in the ICU

BUILDING

Internal Education:

- Spiritual Care providers are often called upon to provide education and awareness training at unit based orientations throughout the year

Professional Practice Development

- Staff Chaplain completed course in Professional Ethics
- Staff Chaplain completed course in Human Development
- Staff Chaplain completed training with Canadian Association for Spiritual Care to become a Certified Spiritual Care Educator
- Staff Chaplain Completed unit of Clinical Psycho-spiritual Education.
- PPL / Interim Director Completed Mission Leadership Program offered through Unity Health and the Catholic Health Sponsors of Ontario

LEADING

- Collaborated with System Executive Leadership and the Woodland Cultural Centre to bring Executive Leaders from across the St. Joseph's Health System to the Woodland Cultural Centre for a Truth and Reconciliation Workshop as well as a tour of the newly renovated Mohawk Institute (former residential school)
- Sponsored and raised the Survivor's Flags at each site of the St. Joseph's Health System for the Month of September to acknowledge and honour the Survivors' and those lost to the Indigenous Residential Schools
- Annual Christmas Tree lighting event – Charlton, King, and West 5th sites

External Activities:

Presentations

- Staff Chaplain presented to the ICNA (Islamic Community of North America) SISTERS Hamilton at a workshop they were hosting on Mental Health
- Staff Chaplain presented on "Navigating a Serious Illness" to The Muslim Women of Cambridge, Hospice Waterloo Region and The Islamic Centre of Cambridge at an information session
- Staff Chaplain offered a presentation entitled "what is grief?" for 30 minutes along with other speakers: A palliative care doctor from Cambridge memorial hospital, speaker from Hospice Waterloo and the Imam from the Islamic Center of Cambridge

Committees

- PPL/Interim Director Regional Chair for Professional Practice (Canadian Association for Spiritual Care)
- Staff Chaplain – Regional Treasurer (Canadian Association for Spiritual Care)

Major Initiatives for 2024/25:

LEARNING

- Revamp the Spiritual Care Education program throughout St. Joseph's Health System. Re-classification of Spiritual Care Educators as Spiritual Care Clinician-Educators

BUILDING

- Beautify the Spiritual Reflection Centre to make a warmer and more inviting, calming space for staff to engage in spiritual/wellness activities

Therapeutic Recreation

SANDRA BERZAITIS SMITH, Senior TR, R/TRO
Professional Practice Leader (Charlton, West 5th)

Scope of Practice

Therapeutic Recreation is a collaborative and purposeful process facilitated by trained professionals offering recreation and leisure assessment, planning, intervention and evaluation, relative to the identified needs of individuals. The profession utilizes functional/therapeutic intervention techniques, leisure education and counselling, as well as recreation participation experiences, embodied in a holistic approach to promote, restore, rehabilitate and maintain quality of life and wellbeing. Recreation Therapy supports individuals to acquire and/or maintain the skills, knowledge and behaviors that will allow them to improve their quality of life, reach their optimal level of functioning and maximize their independence in all areas of recreation and leisure. Therapeutic Recreation facilitates the development of an individual's strengths, while addressing their social, emotional, physical, spiritual and cognitive domains of health. The major functions of a Recreation Therapist are directly related to the adopted Therapeutic Recreation Ontario Standards of Practice and Code of Ethics.

Number of Members of Discipline:

SITE	FTE	POSITION
Charlton & West 5th Campus & Offsite Programs	57 Recreation Therapists (TR) 04 Senior Recreation Therapists	36 Permanent FTE 12 Permanent P/T 02.Temporary FTE 03 Temporary P/T

Major Achievements

CARING Clinical Practice:

- Multiple TR staff active as SAFEWARDS ambassadors and Community of Practice representative for SJHH province wide
- Multiple TR staff across sites were granted patient comfort funds through the Foundation, which were applied directly to TR programing
- Central Recreation TR received additional grant funding from the Allen and Milli Gould foundation to applied directly to a Patient Empowerment fund and a TR sensory garden project currently in development
- Multiple patient comfort fund grants awarded from the Foundation i.e.) ALC/ Medicine was granted \$4,800 for patient comfort supplies- purchased items for sensory room, TV, Roku Sticks, Therapy dolls and therapeutic mechanical animals, physical games to increase tolerance to activities



CARING

Clinical Practice Continued...

- Multiple newly initiated TR specific evidence-based practice examples across SJHH programs including Armchair Travel programs, sensory room official opening, Insta Fitness baking/cooking, yoga, Create with Crafts, Recreation Challenge, Stay Fit Not Still – a peer mentorship program, butterfly rearing program and the development of a community garden in partnership with the City of Hamilton
- Newly collaborated on interprofessional skills-based programs developed such as Cognitive Behavioural Therapy (CBT) for Anxiety and CBT Mindful Movement and Positive Psychology Programs
- Resumed multiple recreation patient interventions across services and centrally which were held since COVID, such as animal visit programs, W5th central special events, courtyard programming, community special events and more
- Multiple examples of new interprofessional and collaborative skills-based program interventions across programs involving TR across the organization
- Development of a new TR assessment tool for use across the Forensic Service
- Forensic TR continued facilitation, expansion of additional workshops, and conducting research on the PeaceLove expressive arts intervention
- Paws for Wellness Animal assisted intervention program in the Forensic Psychiatry Program facilitation, expansion and evaluation

LEARNING

Education:

- TR completed Project Management course through McMaster University
- TR completed Therapeutic Horticulture Ally Certificate through “Root in Nature”

Clinical Education

- 3 CTRS Internships within the Medicine Program and MHAP from Brock.
- 1 CTRS Internship In MHAP University of Waterloo
- 8 2nd year Practicum and Intensive TR Program Learners from Mohawk January to April, September to December across sites
- 2 1st year Mohawk College Practicums - January to April, September to December across sites

Formal Teaching

- RECL 1214 Therapeutic Recreation Program Delivery Winter 2023, Niagara College
- RECL 1337 Foundations of Therapeutic Recreation Fall 2023, Niagara College
- Health & Wellness Instructor, Confederation College
- TR staff holds a Teaching Assistant title at Brock University for the following TR courses: Assessment and Documentation, Assessment and Documentation, Qualitative Research Method, and Social Psychology of Recreation
- Part-time Professor in Health Studies teaching RECT10002 (Practicum Seminar 1) winter semester, Mohawk College
- Part Time Professor in Recreation Therapy Diploma Course, Mohawk College



LEARNING Continued...

Internal Education

- TR staff providing CPI/Non-Violent Intervention training
- TR staff providing Gentle Persuasion Approach training
- TR staff presented webinars and workshops for peers throughout 2023 TR Awareness Month in February 2023, including topics of “TR Assessment and “TR Service Delivery Models of Practice”

Research

- Forensic TR projects underway including “Assessment tools in TR and Mental Health Settings”, “The Role of TR within Forensic Psychiatry”, “PAWS for Wellness” and “PeaceLove” (formerly Scribl) all in Hamilton Integrated Research Ethics Board approved and in data collection stages
- Evidenced based practice and program evaluation “How of Happiness” (a positive psychology-based leisure education program)
- Mood Disorders TR involved in an ongoing pilot and feasibility study– (2019 ongoing) Feasibility of Behavioural Activation Group for improving depressive symptoms and improving quality of life

Publications

- Kuhr, A., Bulley, K., & Palmer, A. (2023). Navigating therapeutic recreation with forensic psychiatry. *Journal of Therapeutic Recreation Ontario*, 4, 62-71
- Kuhr, A., Hsieh, P., & McClure, M. (2023). The lived experiences of young adults with disabilities during the COVID-19 pandemic: A qualitative content analysis study. *Journal of Therapeutic Recreation Ontario*, 2, 30-48
- Author in the Forensic Psychiatry program winter edition (2023) highlighting TR and TR team highlights
- Outpatient MDP TR Author in regular monthly publication of “Keep Connected” distributed to staff and MDP outpatients across the organization
- TR staff was the editor of the Therapeutic Recreation Practice & Research Journal for TRO, June 2023

BUILDING

Professional Practice Development:

- Multiple TR staff attended Therapeutic Recreation Ontario Conference, June 2023, Toronto, with 3 TR staff presenting
- TR staff attended Canadian Therapeutic Recreation Association 2023
- TR staff attended Canadian Congress on Leisure Research 2023
- TR staff attended Risk and Recovery Conference in 2023
- Multiple TR Staff applied for/attained recertification in R/TRO and/or CTRS designations
- Multiple TR staff maintaining Gentle Persuasive Approach certification and Gentle Persuasive Approach Coach Status
- Multiple TR staff participated in TRO Webinar series education in February 2023 and 2024

BUILDING Continued...

Staff:

- Multiple TR staff gained new certification and recertification as Dialectical Behavioural Therapy (DBT) skills group facilitators
- Forensic TR staff HATT (High Acuity Transport Team) Trained
- Addiction Care and Treatment Online Certificate
- Mental Health First Aid Certification obtained by multiple staff
- Addiction Care and Treatment online course completion through University of British Columbia
- Multiple TR staff renewed CPR and First Aid
- First Aid for Opioid Poisoning Certification
- TR staff Trained to facilitate Additional “PeaceLove” creative art workshops
- “Scrib!” Creator Expressive Arts program certification
- Foundational CBT and CBT For Anxiety Certificate completion through “Psychwire”

Internal Education:

- Senior TR staff providing TR service orientation to all new hires across the organization
- TR staff provided CPI/Non-Violent Intervention training as instructors
- TR staff providing Gentle Persuasion Approach training
- TR staff presented MHAP Grand Rounds “Highlighting a Novel Collaboration between Recreation Therapy and Psychology in Acute Mental Health” Feb 2023
- Forensic Senior TRs presented MHAP Grand Rounds “Therapeutic Recreation Establishing their Pawprint in Mental Health” in Feb 2024

LEADING

- 2 Unit champions for Safewards Initiative
- 1 TR as an ambassador of the organizations Hand Hygiene Initiative
- 7 TR staff are members of Integrated Quality Councils and Operations Committees across the

organization

- Multiple members contributed to the annual TR Awareness Committee presentations and events 2023 and 2024
- All Senior TRs contributed to orientation, coordination and ongoing training for all new TR hires learners and volunteers
- Staff received Therapeutic Recreation Ontario’s 2023 Student Mentorship Award
- Staff received TRO 2023 Brian Bennison Award – Outstanding contributions in TR



External Activities:

Presentations

- Two presentations on “Adventure Based Programing in Mental Health” for Mohawk College TR
- Presentation on “Community Integration for patients with Mood Disorders” for Mohawk College
- Two presentations on “The Role of TR in Community Integration” for Niagara College TR
- Guest Speaker at Niagara College October 2023, Interview Preparation
- Guest Speaker at Brock University, TR in Forensic Psychiatry

LEADING

External Activities Continued...

Presentations

- Research & Evaluation in TR presented as Guest Lecture to Mohawk College Nov 2023
- Mohawk TR program Networking Event and Mock Interview Event, February 2023
- Multiple Presentations at the Annual TRO conference – “Inclusion and Engagement; TR interventions to support patients who are isolated or high risk”, “Diversity, Equity, Inclusion and Belonging”, and “Development and implementation of virtual social skills programs for young adults with disabilities”, June 2023
- Presentation at 2023 Canadian Congress on Leisure Research Conference; “The development and implementation of virtual social skills programs for young adults with disabilities”
- TR Community presentation in Dunnville - Unmasking the possibilities: Engagement through Therapeutic Recreation interventions
- Oakville & District Kennel Club for fundraising for the Paws for Wellness Program and raising awareness around the program and its impact on patients who experience mental illness
- TRO TR Talk – February 2023 – Words Aloud:

Storytelling for Equity, Diversity and Inclusion

- TRO Webinar – March 2023 – ‘Safe to Brave: The importance of language in trauma informed spaces
- TRO Webinar – October 2023 – ‘Anti-Racist and Anti-Oppressive Recreation Therapist: Building safe(er) spaces to live, work and play’
- Guest lecture at Brock University & Niagara College (REC’overy in Forensic Mental Health System)
- Guest Lecture “Laughter Yoga Intervention” at Mohawk College

Committees

- TR Committee representative for TRO Conference Planning Committee,
- TR Committee representative for TRO Registration Committee
- TR Committee representative for TRO Advocacy Committee
- TR Committee representative for CTRA working group
- Co-Chair Therapeutic Recreation Ontario “Diversity Equity, Inclusion & Belonging” Committee
- Representative on Niagara College’s Professional Advisory Council
- Representative on Mohawk College’s Professional Advisory Council



Major Initiatives for 2024/25:

CARING

- Continue to support isolated and high-risk individuals to have increased opportunity for fresh and therapeutic programming with support of the STRT team.
- Support our patients through innovative programs such as Paws for Wellness and PeaceLove
- Incorporate the utilization of volunteers within Forensic Service and continue to grow and reconnect volunteer involvement across TR programming site wide at W5th such as the Animal Visit Program
- Develop/initiate evidence-based innovative TR and interprofessional programming to meet the needs of patients across services
- Continue to take a collaborative approach to patient care, working together with our health professional staff partners to support patients and provide highest level of care
- Further develop and expand Creative programming including Create with Crafts program expansion and consider Participant product sales in 2024
- Develop new resources in area of leisure education programming in Mood Disorders

LEARNING

- TR expressed a goal of obtaining Yoga Instructor Certification
- Multiple TR staff attend TRO conference in 2024 to learn about new evidence-based programming
- TR identified multiple goals of research project involvements leading to publication
- TR staff to recertify in F/A CPR, Non Violent CPI, High Acuity Transport Team certifications
- TR staff to apply for Emerging Leaders program
- TR staff to apply for DROM Certification
- TR staff expressed gaining Personal Training Certification in 2024
- PeaceLove Creative Expression research project to be initiated March 2024

BUILDING

- Build to the body of literature on therapeutic recreation, evidence-based programming opportunities
- Creation of new community partners and network to support various TR related initiatives
- TR Staff preparing for CRTS exam and attainment of Certification
- Further develop evaluation and outcome measurement tools in TR to study physical activity and quality of life and develop patient goals within in Mood Disorders

LEADING

- Forensic TR Continue to advocate for and facilitate animal assisted interventions in the FPP including Petting Zoos and Paws for Wellness Program
- CRRC TR to continue development of horticulture-based TR interventions including the initiation of a Centralized TR sensory Garden space at W5th
- 4 SJHH TR staff presenting at the TRO Conference in 2024 in Nottawasaga Ontario
- Plans to work towards publications for Paws for Wellness and PeaceLove Interventions
- 3 TR staff nominated for Canadian Therapeutic Recreation Association TR Awareness Month Practice Awards to be announced in 2024
- TR staff Nominated as a 2024 Board of Directors member for Therapeutic Recreation Ontario

Vocational Services

BRUNO DIFRANCO, M.Ed., CVRP(F), RRP
Professional Practice Leader (West 5th)

Scope of Practice

Vocational Rehabilitation professionals assist individuals with overcoming barriers to accessing, maintaining or returning to employment or other useful vocational roles.

Professionals utilize evidence-based, client-centered processes and services to assist persons with or at risk of functional, psychological, developmental, cognitive and emotional impairments or health conditions.

Number of Members of Discipline:

SITE	FTE	PTE	POSITION
West 5th	8		Vocational Counsellor

Major Achievements

CARING

Clinical Practice:

- Collaboration with Rainbow's End Community Development Corporation to offer food service training program at Colours Café for patients in Mental Health and Addictions Program (MHAP)
- Working with YWCA TOPS Program to help clients enter and complete their work program
- Liaised and work with 541 Eatery to develop volunteer opportunities with their new Volunteer Coordinator
- Collaborated with Therapeutic Recreation to offer gardening group for outpatients with primary mood disorders; continued work with City of Hamilton and SJHH leadership to build and run a community garden program at T. Melville Bailey Park; collaborate with occupational therapy and recreation therapy in other MHAP programs to support their community garden initiatives
- Partnered with occupational therapy to offer cooking skills group for outpatients with primary Mood Disorders
- Offered ongoing volunteer-based groups in the community with local agencies geared to client interests and needs
- Co-facilitated interprofessional group programming on Waterfall 1, Mood Disorders

CARING

Clinical Practice Continued...

- Continued engagement in team care approaches and processes on inpatient units across MHAP where needed to support quality patient care
- Engagement on inpatient and outpatient group committees with Mood Disorders Program
- Support unit through participation as Hand Hygiene auditor, Safewards participant, contribute to weekly team meetings, unit searches, community meetings
- Complete vocational/education related spot checks for forensic psychiatry clients
- Collaborate with employment service providers, refer to programs, support job searches – March of Dimes, Goodwill, Mission Services, etc
- Collaborate with temporary agencies for opportunities, prepare patients for upcoming employment opportunities
- Continue to offer opportunities in the Forensic Enclave such as Tuck Cart Program and the Greeting Card Program
- Engaging patients in secondary school coursework, provide support, attend graduations
- Connect patients with peers for support with studies i.e., same patient in same course
- Continue to provide supported employment opportunities to patients through Rainbow's End – Lawncare and Grounds Keeper
- Continue to work with Mohawk College to facilitate a City School course at West 5th Campus for Forensic Psychiatry patients
- Provide support with NSLSC to take old loans from collections back to NSLSC and RAP funds off – help build patient credit profile
- Attend pre-board hearings, prepare Ontario Review Reports and attend ORB's
- Attend eHarm meetings to determine risk and level of privilege a patient can have – this allows me to seek opportunities for patients on grounds and community

LEARNING

Education:

- Continued affiliation agreement with York/Seneca Rehabilitation Services Certificate program.
- Continued opportunities to orient new unit staff and interprofessional learners to the vocational counselling role on MHAP programs with vocational counselling.
- Liaised and toured vocational services and programming at Waypoint (October 2023) to support future vocational rehabilitation initiatives within Forensic Psychiatry.

Internal Education

- One member provides Crisis Prevention Intervention instruction for SJHH staff

Research

- Collaboration with other disciplines in running therapeutic groups on Forensic Psychiatry – this includes participating in related research (Scribl)

BUILDING

Staff:

- One member maintained RVP designation
- One member maintained RCSS designation
- One member maintained CPRP certification
- One member maintained College of Vocational Rehabilitation-Fellow (CVRP(F)) designation
- One member maintained Registered Rehabilitation Professional (RRP) designation
- One member completed CPI instructor course

Internal Education:

- Providing ongoing updates on community employment services and programs to interprofessional at SJHH that support clients with these linkages
- One member provides CPI instruction for SJHH staff

Professional Practice Development:

- Virtual Vocational Practice Council (VPC) sessions
- Ongoing opportunities to build knowledge and capacity around vocational rehabilitation, best practice vocational rehabilitation approaches, community resources and programs that support vocational rehabilitation practice
- One member involved in the Self-Management Support (SMS) Training, using the *SET for Health* approach developed at Schizophrenia and Community Integration Service
- One member and PPL oversees transfer of accountability practices via self-audit collection and review

LEADING

- Collaboration with Rainbow's End Community Development Corporation to offer food service training program at Colours Café for patients in MHAP programs
- Collaborated with Therapeutic Recreation to offer gardening group for outpatients with primary mood disorders; continued work with City of Hamilton and SJHH leadership to build and run a community garden program at T. Melville Bailey Park; collaborate with occupational therapy and recreation therapy in other MHAP programs to support their community garden initiatives
- Continue to offer opportunities in the Forensic Enclave such as Tuck Cart Program and the Greeting Card Program
- Continue to provide supported employment opportunities to patients through Rainbow's End – Lawncare and Grounds Keeper
- Continue to work with Mohawk College to facilitate a City School course at West 5th Campus for Forensic Psychiatry patients

LEADING

External Activities:

Presentations

- Attended Job Fairs to educate community on our programs, build connections with employers

Committees

- Hamilton Employment Resource Network

Major Initiatives for 2024/25:

CARING

- Continue to offer unit programming and program specific initiatives that will assist persons in recovery with vocational rehabilitation in areas of return to work, continuing education, volunteering

LEARNING

- Explore viability of building new partnerships (and affiliation agreements) with vocational/career counselling education programs to support clinical education

BUILDING

- Continue building employment supports knowledge and capacity among vocational counsellors and other pertinent staff/referral sources across MHAP
- engage in team building and collaborative initiatives/pursuits among remaining counsellors

LEADING

- Continued engagement with community partners and programs to develop and maintain partnerships while facilitating supported employment and supported education initiatives for persons in recovery