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AWARDS of EXCELLENCE

Do you have a colleague who is deserving of recognition from peers.

The Awards of Excellence in Psychiatric Nursing Practice are presented to Manitoba RPNs to acknowledge their contributions to the profession within the four domains of psychiatric nursing practice and to provide public recognition of the professionalism and excellence in practice that enhances the profession of psychiatric nursing. The Awards of Excellence in Psychiatric Nursing Practice are considered in the following domains:

- **Education**
- **Research**
- **Leadership**
- **Clinical Practice**

Award winners will be announced in April and the presentations made at the Annual General Meeting and Reception in May 2017.

Nominations close: Feb. 28/17

The nominee and/or seconder must be Registered Psychiatric Nurses.

The Criteria for of nominations the Awards of Excellence are located on the RPNF website. www.rpnf.ca

What's in this Edition of "Your RPNF News"

- **Call for Nominations for the 2017 Awards of Excellence in Psychiatric Nursing Practice**
- Close **February 28, 2017**

- **2016 Awards of Excellence Profiles:**



- **Leadership:**
 - Arlene MacLennan
- **Practice**
 - Mary Beth Dunning
- **Education**
 - Katherine Pachkowski
 - Pamela Carlyle

- **Application for Scholarships.**
 - Close **January 15, 2017**
 - No deadline for Marlene Fitzsimmons Scholarship.

**Stay Current,
Get Involved**



CRITERIA for AWARDS of EXCELLENCE

<https://rpnf.ca/awards-of-excellence/nomination-form/>

1. Excellence in Psychiatric Nursing Practice – Education

Nominate Now!

The RPN is being recognized for having demonstrated excellence in Psychiatric Nursing education.

Examples:

- Inspires learners through innovative and dynamic teaching methods.
- Makes a contribution to their area of teaching.
- Initiates the sharing of knowledge and/or shares knowledge with peers or students.
- Demonstrates a commitment to continuing education by example.
- Demonstrates commitment to professionalism and community leadership.

2. Excellence in Psychiatric Nursing Practice – Clinical

Nominate Now!

The RPN is being recognized for making a significant contribution in their area of clinical practice and has exhibited a high degree of professionalism throughout their career.

Examples:

- Provides leadership in the development/implementation/intervention strategies for clients, families and/or the community.
- Promotes and influences positive changes in service delivery.
- Furthers client empowerment through practice.
- Demonstrates an exemplary commitment to ethical practice.
- Contributes to the ongoing development of the profession and shares expertise with others.
- Demonstrates a commitment to ongoing professional development and to professional and community leadership.

3. Excellence in Psychiatric Nursing Practice – Leadership

Nominate Now!

The RPN is being recognized for demonstrating exceptional leadership in psychiatric nursing administration/leadership.

Examples:

- Develops, implements and evaluates innovative programs.
- Demonstrates innovative thinking, flexibility and creative problem solving.
- Acts as a mentor and role model for peers, employees and the public at large.
- Motivates and creates positive change in others and their environment.
- Participates in community action that promotes mental health.
- Motivates others to high standards.
- Stimulates pride in the profession by being a positive example.
- Demonstrates a commitment to professional and community leadership.

4. Excellence in Psychiatric Nursing Practice – Research

Nominate Now!

The RPN is being recognized for having demonstrated excellence and innovation in psychiatric nursing research.

Examples:

- Contributes to the body of knowledge for Psychiatric Nursing.
- Contributes to the advancement of evidence-based psychiatric nursing practice.
- Provides leadership and mentoring in research activities.
- Contributes to innovative education and/or clinical practice processes.
- Publishes articles that promote an understanding of mental health issues and/or the profession.



2016 AWARDS OF EXCELLENCE in PSYCHIATRIC NURSING PRACTICE in the domain of LEADERSHIP

Arlene MacLennan

was nominated by Terry Klassen and Kristy Nichol.

Some words written by Terry and Kristy were:

"Arlene graduated from Selkirk Mental Health Centre with her diploma in Psychiatric Nursing in 1990 and her Diploma in General Nursing in 1993. Arlene went on to complete her Bachelor of Science in Mental Health in 2013. Arlene has worked in the mental health field for 25 years in a variety of settings including inpatient hospital, Crisis services (Mobile Crisis and Crisis Stabilization) and Program of Assertive Community Treatment (PACT). Arlene has worked with the PACT program for the past 14 years in a variety of roles including lead nurse, service coordinator, and Team Leader. Arlene opened the PACT Leila and the Winnipeg West program and has been in the role of Manager of Specialized Mental Health Services since May of 2015. Arlene sits on the Investigations Committee for the College of Registered Psychiatric Nurses of Manitoba. Arlene found her true passion and calling working with individuals with severe and persistent illness and sharing in their recovery journey. Arlene has been instrumental in both establishing the PACT Leila and Winnipeg West Team. Her strong psychiatric nursing foundation, leadership skills and her compassion and belief in both clients and staff are incomparable. Her current role encompasses this as manager of Specialized Mental Health Services. Arlene is stoic, strong, principled, kind as well as being an exceptional advocate and leader."

It is with great pleasure that on May 12, 2016 the RPNF acknowledged and presented Arlene with an Award of Excellence in Psychiatric Nursing Practice in the domain of Leadership.



Arlene MacLennan received the LEADERSHIP AWARD from Annette Thorimbert Osted on May 12.

A conversation with Arlene MacLennan

RPNF: What is the best thing about your current position?

ARLENE: The thing I enjoy most about my current position is being able to advocate for participants and staff. I can be involved with more planning in regards to services and service delivery that encompasses the practices of psychosocial rehabilitation.

RPNF: What are you most proud of having accomplished?

ARLENE: In my professional life I am proud of having been able to work with people with severe and persistent mental illness and see them attain the goals that they have chosen. Being part of the journey when someone is working towards their goals is a privilege and it is amazing how many talents people have that we may have not been aware of. In my personal life it has been able to raise 3 daughters and showing to them that you can be passionate about your work but also that family is the core of all that we do. That keeping the work and family life balance is so important and that you can be successful in both areas at the same time.

RPNF: What was the best piece of career advice you have ever received?

ARLENE: Treat your participants / family members as you would want your family member to be treated. This piece of advice has been so important because we always have to remember when we are delivering and planning services that would the participant or family want and what can I do to (cont'd)



A Thank you message from Arlene MacLennan

"I am honored to be receiving this recognition and want to thank those who were involved in nominating me – Terry and Kristy.

Being a leader is not only about what you do but it is about the people you work with and the shared goals that you set out to achieve. I have been fortunate to work with people who are not only highly skilled in their practice but are also passionate about mental health and recovery. This makes it easy to lead.

I have been lucky that I have been exposed to a number of excellent psychiatric nurses who have helped me develop to be the psychiatric nurse that I am. I have been influenced by people such as Marlene Fitzsimmons and her passion for Psychosocial Rehabilitation, Annette Osted who invited me about 10 – 12 years ago to sit on the Investigations Committee which only met once or twice a year but has become a regular monthly meeting where I get to learn from Laura and all the committee members both nursing and community representatives. Membership on this committee has also allowed me to grow as a leader and apply what I have learned there to my work role. Pat Van Haute a nurse who mentored me as a student, nurse and told me about an amazing opportunity called PACT which has defined my career over the last 15 years.

I have also been lucky to have strong mentors in my work environment such as my directors Susan Chipperfield and Daniela Evenson who contributed to my development as a team leader. If you are fortunate enough to have a mentor hang on to them as they can be a fountain of wisdom.

I have been amazingly lucky to work with teams of professionals from various disciplines who are outstanding. By being able to appreciate and use the skills of each team member this has allowed the teams to be creative and focus on the work they enjoy. I am constantly amazed and humbled by the wisdom and passion of the staff I work with. There is nothing better than being part of a team that is working well together. Not that there isn't bumps along the way but because of the relationships we have we are able to work through this.

I have also been truly blessed to work with participants and families who have allowed me to be part of their journey to recovery and have guided me to see what they need. It is not just about treating symptoms but working alongside someone in achieving their goals – sometimes the most important thing to do is listen and follow rather than lead. It is the awesome reward of seeing participants work towards and achieve their goals that drives me in my work.

I have also been blessed with an amazing family who has supported me throughout my life and career. My parents demonstrated to me the importance of caring for and respecting everyone that we meet. Treating everyone like I would want my family to be treated is one way that I ensure I live up to standards. My sisters and brother have also supported me throughout my career and are always there to listen. Lastly, my husband Les and daughters Emma, Sara and Alyssa inspire me every day to be the best that I can be. When I went back to school to take my Bachelor of Science in Mental Health they were accepting of when I had to work late or study for a test which may have taken away from our family time. Les helped me through stats – thank you. My daughters remind me that everyone needs help and support and to advocate for the underdog. Most importantly they provide comic relief.

I am truly appreciative of this recognition but also realize that our participants and staff are the center of the flower with many different petals that make up their whole; as a manager I am only one of the petals that surrounds the team and it is the combination of all these petals that makes everything possible."

- - - Arlene MacLennan

(Cont.) make it so that they can navigate the system. By keeping this in mind it has helped me look at how services are delivered and what I can do to ensure that services are meeting the actual needs of the individual. At times it seems like services are set up for the service provider and they should be set up with the needs of the participants and families at the forefront.

RPNF: Name the one thing you would like to change about the health care system

ARLENE:

I would like to see more funding for mental health services. Mental health is often underfunded versus other programs. Looking at creative ways to allocate services in community so that people are able to access the right services as early as possible in their journey.



2016 AWARDS OF EXCELLENCE in PSYCHIATRIC NURSING PRACTICE in the domain of EDUCATION



Katherine Pachkowski

was nominated for the
**Award for Excellence in
Psychiatric Nursing
Practice in the
domain of Education by
Ed Aquin & Cathy
Demas.**

Some words provided by Ed and Cathy were:

"Katherine has demonstrated a solid commitment to building the foundational knowledge base of BScPN students during their undergraduate program. She has been pivotal in contributing to curriculum development, providing a high standard of clinical skills teaching, and being involved in promotion of the program and profession. Katherine has been exemplary in the maintenance of her own professional development, both in updating her clinical skill-sets and in completion of her Masters Degree. Katherine has been involved more recently in enhancing Simulation pedagogy within the BScPN program.

She has also developed international links with Central Queensland University (CQU) in Australia for the purpose of ongoing research collaboration. Katherine's dynamic didactic teaching style, coupled with a strong evidence base / clinical experience contributes greatly to the sustainability of the BScPN program and the profession as a whole."

**It is with great pleasure that on May 12 2016 the RPNF
acknowledge and present Katherine with an Award of Excellence
in Psychiatric Nursing Practice in the domain of Education.**

A conversation with Katherine Pachkowski

RPNF: What is the best thing about your current position?

Katherine: My interactions with students, with colleagues, and with current research are endlessly rewarding. It isn't an exaggeration to say that I have never learned more than I have since I started teaching. Every day I'm forced to grow a little, to think about things differently and see issues in new ways. I'm always evolving in my understanding of psychiatric nursing practice, as each experience gives me something new. No two days are ever the same, no two classes are ever the same, every student and colleague brings a new perspective.

At the same time, watching and helping students go through the same processes of learning and growing and being challenged is really a privilege and a joy.

RPNF: What are you most proud of having accomplished?

Katherine:

Personally I am proud of my growth in this role. I feel that now that I've learned and received so much, I can start to contribute to the field myself. I'm very excited about some of the research I have underway.

(Cont'd...)



(Cont.)

RPNF: What was the best piece of career advice you have ever received?

Katherine: "Go for it!" - As simple as it sounds, often I (and so many people I know) second guess my own abilities or qualifications when considering a career move. At a couple of key moments of my career, someone I trust and respect has told me to just "Go for it!" After all, the worst thing that can happen is a rejection letter. A lot of great doors have opened for me because I said, "why not?"

RPNF: Name the one thing you would like to change about the health care system.

Katherine:

I would like to see a solution for the inequities in access to health care services. There are so many examples, but some of my recent research has focused on people living rural, remote and isolated areas, who are often at a substantial disadvantage due to the current structure of the health care system. The issues go beyond difficulty accessing services that are only available in larger centers, which is what we usually think about. Policy directions and resources that are developed in urban areas are often a poor fit for the needs of non-urban citizens and health care providers. I wish I had a solution, but as a start, I don't believe in "one size fits all" policies or programs. I'm starting to believe that groups and communities should be given more power and flexibility to create solutions that work

Pamela Carlyle

2016 AWARDS OF EXCELLENCE in PSYCHIATRIC NURSING PRACTICE In the domain of EDUCATION

Pamela was nominated for the Award for Excellence in Psychiatric Nursing Practice in the domain of Education by Mallory Schmitz and Debbie Kelly.



Pamela was unable to attend the May 12 reception, therefore her nominator Mallory Schmitz accepted the award from Annette Thorimbert Osted on her behalf.



A conversation with Pamela Carlyle

RPNF: What is the best thing about your current position?

Pamela: My favorite parts of my current position includes the ability to work independently, trust from the employer & my team I work with. It's great to work with people that care about the organization, about honesty, hard work & integrity.

RPNF: What are you most proud of having accomplished?

Pamela: If I had to say one thing it would be the collaborative working relationships I have developed with people working in the mental health care systems across Canada.

RPNF: What was the best piece of career advice you have ever received?

Pamela: Don't be afraid to speak up in a meeting or to schedule a sit down with a colleague or supervisor—whether to hash out details on a project or deal with a sensitive situation. When it comes to having your ideas heard, or to really connect with co-workers, never underestimate the power of face time and the importance of in-person communication.

RPNF: Name the one thing you would like to change about the health care system

Pamela: Reduce waiting times for mental health care services.

Some words provided by Pamela's nominators Mallory and Debbie:

"Pamela has worked as a Registered Psychiatric Nurse for over 30 years. During this time she has been involved in education in various capacities – acting as Coordinator of Training and Development at Selkirk Mental Health Centre (SMHC), and with several Post-Secondary Institutions including the Brandon University B.Sc.P.N. program as a clinical Instructor. Currently she works at SMHC as a Mental Health Nurse Educator and acts as a Mentor in the SMHC Mentorship Program. In these roles she has developed and facilitated multiple training sessions and workshops ensuring there is ample opportunity for learner participation and engagement while catering to various learning styles. She currently leads the Nonviolent Crisis Intervention® Team at SMHC and facilitates CPR/Code Blue Training, Mental Health First Aid, Therapeutic Boundaries and Medication Safety/Medication Reconciliation sessions. She is receptive to participant feedback and believes in ensuring presentations continually evolve and develop to stay current and relevant for those in attendance. Pamela takes every opportunity to share her knowledge and experience with psychiatric and general nursing students. By facilitating orientation and evaluation sessions for students, she offers informal mentorship and advocates for training and development opportunities for future nurses working in mental health. She is easily approachable and is often sought out by peers looking for feedback and advice regarding continuing competence options and career development opportunities.

It is with great pleasure on May 12 that the RPNF acknowledged and presented Pamela with an Award of Excellence in Psychiatric Nursing Practice in the domain of Education.

A Thank you message from Pamela:

Thank you for honoring me this evening with an award of excellence in psychiatric nursing in the domain of education. I would like to offer my sincerest gratitude to the people without whom this experience would not have been possible, the RPNF, my nominators: Debbie Kelly Manager of Training & Development and Mallory Schmitz RPN MHNE. As much as I appreciate this award and as grateful as I am for it, the greatest reward I've ever been given is the simple opportunity to help generations of nurses learn how to think critically. Finally, I'd like to thank everyone else who supported me over the years during my career there are too many people to list, but I want to thank you all personally.

...Pamela Carlyle



2016 AWARDS OF EXCELLENCE in PSYCHIATRIC NURSING PRACTICE in the domain of CLINICAL



Mary Beth Dunning

**nominated for the Award of Excellence in in the domain of Clinical
by Teigen Zembik and Aleks Maszczak.**

In the nomination Teigen and Aleks said:

"Mary-Beth is a clinical resource nurse at MATC who contributes to both the unit nurse role along with her own roles and responsibilities as clinical resource nurse. She makes it well known to her colleagues that she is available at any time, including when she is off-shift. She encourages her colleagues to contact her with any questions or concerns as they arise. Mary-Beth takes the concerns of her staff without question and relays them to our program manager. She makes a point to inform us that she has brought our concerns/questions to the table and delivers feedback in a timely manner. Not only does Mary-Beth have a busy role as clinical resource nurse doing all the difficult tasks such as giving constructive feedback to the nurses, advocating for the unit nurses to influence positive change, being a part of the infection control committee, training of staff/ students, development of new policy and procedure, ordering all the medical supplies, medications, doing pharmacy billing, memorizing every client's treatment plan/current medications and setting up regular nursing meeting with a set agenda, but she also makes a point to personally get to know the clients and take over the daily responsibilities of the unit nurse when she recognizes assistance is needed .

Mary-Beth leads by example; she is not only a mentor and role-model to her team but also to our clients. She genuinely cares about the well-being of others and always places the client at the center of care. Mary-Beth truly encompasses a remarkable psychiatric nurse, leader, advocate and colleague. She is an invaluable member of the team at MATC with her ongoing work, passion and commitment in the field of psychiatric nursing practice."

It is with great pleasure that on May 12, 2016 the RPNF acknowledged and presented Mary-Beth with an Award of Excellence in Psychiatric Nursing Practice in the Clinical domain.



A conversation with Mary Beth Dunning

RPNF: What is the best thing about your current position?

Mary Beth: There are many parts of my current job as Clinical Resource Nurse at MATC that I enjoy. The fact that my job entails both clinical and administrative aspects has always felt like a bonus for me. I am able to utilize my clinical skills and remain in touch with the clients that we serve while at the same time be involved on different committees, staffing and improving our practice through organizing/leading nursing meetings and professional development activities. Mentoring our younger nurses and hearing their views and ideas for the psychiatric nursing practice has always been a favourite part of my job.

RPNF: What are you most proud of having accomplished?

Mary Beth: The program that I work in has seen enormous change in the way that we practice as psychiatric nurses since I began my resource position 14 years ago. These changes have been due to a vision, dedication to change and care about the adolescents that we serve by many individuals. When I look back, I feel that my greatest accomplishments are the projects that I initiated and changes that I suggested that helped move our nursing practice to the point that we are at today.

RPNF: What was the best piece of career advice you have ever received?

Mary Beth: I have received several pieces of career advice over the years that I utilize on a regular basis. When it comes to psychiatric nursing specifically, one piece of advice that I try to live by is that "the best nurses are the ones that don't have all the answers but want to know them". In all parts of one's career, whether it is a new grad or a psychiatric nurse with many years' experience, it is easy to feel that you know what is best for the client whether it is the best medication, the best treatment option, or that you can provide the best service. In order to provide the client with best possibility for success the psychiatric nurse must be willing to research best practices, keep their knowledge base up-to-date, incorporate other's views and learn from both their own and others successes and failures.

RPNF: Name the one thing you would like to change about the health care system

Mary Beth:

If I could change one thing in the healthcare system I would increase funding/provide more services for those individual's between 17-25 years of age that are experiencing mental health issues. These individuals often fall between the services and their needs are very different then younger adolescents or older adults

News from the RPNF Board of Directors

Nominations are underway for the Board of the Registered Psychiatric Nurses Foundation Inc. to fill existing vacancies and for election for a two year term commencing May 2017. Expressions of interest and enquiries can be made by mail to info@rpnf.ca or directed to any member of the RPNF board.

There are also volunteer opportunities with sub-committees, newsletter and events.



2017 RPNF SCHOLARSHIPS - APPLY NOW

SCHOLARSHIPS MANITOBA

Alf Barnett Scholarship – awarded to a RPN enrolled in a Masters or Doctoral program.

John Kellie Scholarship – awarded to a 3rd year student in the baccalaureate program at Brandon University with a minimum GPA of 3.0

Kay Armstrong Scholarship - awarded to a 4th year student in the baccalaureate program at Brandon University, with a minimum GPA of 3.0.

Marlene Fitzsimmons Scholarship – awarded to a RPN presenting a paper at a conference or enrolled in a certificate program. *(may be applied for at any time during the year)*

Applications
for the annual
scholarships
awarded by
the RPNF
will close on
Jan. 15, 2017.

Applications
must be
submitted on
the RPNF
website:
www.rpnf.ca

SCHOLARSHIPS NATIONAL

John Alex Crawford Scholarship – awarded to a RPN in Canada enrolled in a Masters or Doctoral program.

Annette Thorimbert Osted Scholarship – awarded to a 3rd or 4th year student enrolled in a baccalaureate program in psychiatric nursing in Canada, with a minimum GPA of 3.0.

McCormick/Henry Scholarship: awarded to a RPN in Canada who is taking further studies in seniors' mental health at the graduate level (MA or PhD) or through an accredited certificate program. (New in 2016).

Are you an RPN who is presenting at a conference or enrolled in a certificate program?

Are you eligible for the Marlene Fitzsimmons Scholarship?

This scholarship is awarded to a RPN registered in Manitoba who is enrolled in a relevant certificate course or, who is presenting a paper at a local, national or international conference. Minimum value \$500.00. This scholarship may be applied for at any time during the year.

Marlene Fitzsimmons was a long time leader in clinical practice at the Brandon Mental Health Centre and in the community psycho-social rehabilitation program. She was the founder and first president of the RPNF. She was the first registered psychiatric nurse to receive an honorary degree from a Canadian University (Brandon University).

