

naonNews

NATIONAL
ASSOCIATION
OF
ORTHOPAEDIC
NURSES

Schoenly Resigns Position as NAON's Director of Education

At the November Strategic Planning meeting in Colorado Springs, CO, President Geri Tierney announced, with great sadness, that Lorry Schoenly, DNSc, RN, has resigned her position as Director of Education of NAON, effective December 1, 2003. "Lorry has been a wonderful, inspirational, organized, professional nurse



who has really been the main driver of our educational offerings and programs to the present level of excellence. She has set the bar high, and as she moves

With Lorry Schoenly's resignation, NAON is seeking a new Director of Education. Watch the NAON Web site (www.orthonurse.org) for more information as details unfold.

on after close to eight years, we thank her, and wish her well."

Lorry came to NAON in 1996, and her first day at work was the Dallas Congress! As all of you know who worked with Lorry, she promoted the mission of NAON in many ways and provided consistency from year to year as the Executive Board members changed. Joanne Ascione, who was on the Congress Education Committee in 2001 and then the chair in 2002, speaks of Lorry as a "great mentor – always there, and she seemed to see things in me I didn't even realize were there. Through her teaching, she helped me give back to a profession that has given me so much." Marie Bass, NAON's Executive Director, agrees: "Lorry's passion for excellence in orthopaedic care is apparent in all aspects of her work. She is a true professional and we wish her success in her future endeavors."

Sarah Jo Brown, NAON's Director of Research, worked very closely with Lorry. She wrote the following on hearing of Lorry's resignation: "Her title was Director of Education, but I don't think that fully captures what she did for NAON. I think a more accurate description would be *Coordinator of Expertise and Talent*. Lorry knew many individuals in the organization—she knew who had in-depth clinical knowledge on a topic, who was a creative teacher, who was a good writer, and who had good follow-through. She was a concertmaster; she knew how to assemble the right group, get an initiative into motion, and keep the group moving forward to achieve its objective. I have to note that writing this in the past tense makes it seem like an obituary, but the present tense didn't seem quite right either. Regardless

of the verb tense, I hope it conveys both respect and personal sadness at her leaving."

The Book of Wisdom tells us there is a time for everything. While we will all miss Lorry (especially seeing her running around at Congress in her sensible sneakers), we wish her the best in her new position. She will be starting a new job as the Education Director, Nursing with the Meniscus Educational Institute, a division of Meniscus Limited, a medical education company in the Philadelphia area. She will be keeping her same email (lorryschoenly@earthlink.net) if you would like to send her a personal thank you for her years of service to NAON.



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Executive Board Meets in Colorado Springs

NAON's Executive Board met November 1-2, 2003 in Colorado Springs, CO. The Board meeting was preceded by a day-and-a-half strategic planning meeting, during which the Executive Board and invited NAON leaders examined the mission of NAON and identified the significant areas crucial to the current work of the association and in planning for its future. The following is a brief summary, which includes some of the issues and decisions made during the meeting:

- The 2004 proposed budget for the association was reviewed with great detail and was approved by the Executive Board. Current financial monitoring of expenses against revenues continues to be a primary focus of the Executive Board and the management firm.
- Reviewed and approved a consensus document prepared by the Palliative Care Task Force. NAON will be sending this document to the following collegial associations: AAOS Aging committee, the Canadian Orthopaedic Nurses Association, Canadian Orthopaedic

Association, the Royal College of Nursing-Society of Trauma Nurses (U. K.) and the British Orthopaedic Association. In addition, NAON will be signing on as a partner for the "Last Acts Precepts of Palliative Care."

- Approved sending an RFP for publishing of the *Introduction to Orthopaedic Nursing 3rd Edition* to two commercial publishing firms, since the university press firms declined the opportunity.
- Approved placement of a SIG developed pre-op teaching template on to the NAON web site in a member only area.
- Reviewed report from the Female Athlete Triad Summit, which was attended by Sue Ringel and Lorry Schoenly. NAON will hold a position on the governance board of the associations that meet to explore this clinical issue. Barbara Shoemaker appointed to represent NAON.
- Reviewed report from Lorry Schoenly and Marie Bass on their visit to the headquarters of DePuy and Zimmer.
- With the receipt of resignation from Director of Education Lorry Schoenly, the Executive Board strategized the coverage of outstanding projects and responsibilities. The Executive Board approved assignments as an interim solution until this critical role to the association can be filled. A task force was assigned to review the Director of Education job description and to recommend a search plan.

This is a very brief summary and highlight of the business conducted by the NAON Executive Board. Executive Board members invite you to contact them for further information regarding these topics or any other activities and business of the association by calling the national office (800-289-NAON [6266]) or by accessing NAONline on the NAON Web site (www.orthonurse.org).

Barbara Shoemaker, MSN, RN
NAON Secretary

Ask the Board

Ever wonder how the Executive Board of NAON makes decisions? What do the Directors do? How are Congress sites selected? Here is your chance to ask a question of the Executive Board! Answers will appear in *NAON News* as space allows. Send your questions to Editornaonnews@aol.com.

NAON's Strategic Planning Meeting

Prior to the Fall Executive Board meeting, a small group participated in the strategic plan for NAON to identify the critical success factors to be achieved in the next 24-36 months. Our strategic plan is a living document, one which helps guide us to our identified outcomes. The Executive Board and all who submit Board reports use it to quantify our action plans, resource allocation, and objectives. The facilitators were Kathleen M. Bell, MBA, CAE, an associate with SmithBucklin Corporation since 1993, and M. Eileen Widmer, CAE, a senior healthcare associate with SmithBucklin since 1995. Both skilled in strategic facilitation, they provided a very interactive day-and-a-half that led to our finished product. Once the Board approves the final document, it will be shared with the NAON membership.

Upcoming Deadlines for Newsletter Submissions

| Issue | Deadline |
|------------------|------------------|
| March/April 2004 | January 15, 2004 |
| May/June 2004 | March 15, 2004 |
| July/August 2004 | May 15, 2004 |

Send all submissions to: Nancy E. Mooney, MA, RN, ONC
80 Cranberry Street #3B; Brooklyn, New York 11201; Editornaonnews@aol.com

NAON Members Help Children Affected by AIDS

Bones, skeletons, and orthopaedic nurses. It all fits. It is no coincidence that members of NAON's ONNY (New York) and Chicago chapters have developed a bond with the Children Affected by AIDS Foundation (CAAF). After all, the biggest event of the year for this foundation that raises money to help children who are affected by AIDS or HIV is a Halloween event called Dream Halloween®. Orthopaedic nurses love bones, children, and helping. Equally important is the fact that this foundation provides wonderful social services to a group of children and their families who need help the most. Who better to help this cause than NAON nurses?

Each October in Los Angeles, Chicago, and New York, Dream Halloween® sparks a commitment from NAON and other organizations to help make these fun-filled events a reality. During CAAF's 10-year existence, more than \$17 million has been raised for the special needs of children and families affected by AIDS. Taking time away from busy clinical practices, family obligations and personal commitments, NAON members have shown the true meaning of volunteerism and commitment to others. No matter what the volunteer assignment, NAON members take on the challenge.

Catherine Brown, MSN, RN, ONC, CAE, CAAF Executive Director, first introduced

NAON to this event four years ago. NAON Chicago chapter members have been volunteering to help with the Chicago effort since that time. New this year is the ONNY chapter's involvement with Dream Halloween® in New York. From stuffing invitations, to dishing delectable food, to dressing up as costume characters, NAON members have played an important role in the success of these fundraising events.

Brown sums it all up: "CAAF is extremely grateful to our friends in the orthopaedic nursing community for their tireless efforts in volunteering for our Dream Halloween® fundraising

events. With a small staff of only six, we rely heavily on volunteers to support our activities and continue to be overwhelmed at the commitment we see in both Chicago and New York! As a fellow orthopaedic nurse and a lifetime member of NAON, my heartfelt thanks to each and every one who lends their time to "make a difference in the lives of children affected by AIDS."

Mary Faut Rodts, MS, MSA, RN, ONC, FAAN

Editor, Orthopaedic Nursing



Enjoying a moment together at Chicago Dream Halloween® are NAON volunteers Catherine Smrcina, Lisa Blake, Olive Oyl (Patti Piasecki), Cruella DeVille (Nadine Trznadel), Madeline (Reggie Barden), Dorinda Nance, and Mary Rodts.

NAON Foundation Update—Salute to Our Reviewers

The fall season is the Foundation's busiest time of the year. We receive and process applications and select award winners. This process would not be possible without the expertise and unwavering support of our reviewers. This article is dedicated to them.

Each year, the Trustees of the NAON Foundation request NAON members to volunteer their expertise, precious time,

and energy to reviewing the award applications. Many of our volunteers are veterans with years of support to the Foundation and the review process. When called upon, the typical response I receive is, "Sure, send the applications."

The review process and the Foundation are enhanced by their attention to detail and comments. The awarding of scholarships and grants would not be possible without their time and expertise.

I hope they know how valued they are by the Foundation. As we begin to look toward change, one constant will be the need for our reviewers. If you would like to become one of our reviewers next year, please contact the Foundation via e-mail at **karen1@consolidated.net**. Thank you!

Maureen Whelan, MSN, RN, ONC
NAON Foundation Trustee

Something for Everyone at Congress

With the theme of *Passion in Your Bones*, NAON Congress 2004 sessions address educational programs that promote passion in personal and professional education to facilitate competence and excellence for the orthopaedic nurse. Our concurrent sessions have been designed to address orthopaedic issues as well as issues pertinent to our members. Congress attendees can look forward to

pediatric sessions that address sports medicine and new trends in pediatric trauma, legal and ethical issues, and caring for the obese orthopaedic patient. Tracks we are following include sessions on the new innovative minimally invasive surgery in the joints and spine, as well as the newer reconstruction procedures, fracture management, and limb salvage. Look for several sessions on the subject of pharmacology, including pain

management and withdrawal from mood-altering substances. There are also sessions on reimbursement issues and office technology. Each orthopaedic nursing practice specialty will find sessions they will not want to miss. Looking forward to seeing you all in Nashville in the spring!

Maureen Storey, MSN, ARNP, ONC
2004 Congress Education Committee

Nashville, TN: "Athens of the South"

The "Athens of the South," home to many museums and universities for higher education, awaits you for the 24th annual NAON Congress. While attending Congress, make plans to see some of the many cultural attractions, which abound. The city's arts and music venues offer something for everyone. The expanding art scene now includes the impressive Frist Center for the Visual Arts, hosting works of art from some of the world's most prestigious collections in addition to changing local exhibits. Perhaps

the most striking pieces of art and architecture, however, are found in Centennial Park. It is here that Athena holds court in the world's only exact-size replica of the Parthenon.

History buffs will appreciate the many gorgeous Antebellum homes in the area, including the Belle Meade Plantation, Belmont Mansion, and Cheekwood Botanical Garden and Museum of Art. From delicate watercolors to the beautiful water gardens, the 55-acre site is filled with exquisite works

by both man and nature. The newly renovated Tennessee Performing Arts Center (TPAC) houses the Tennessee Repertory Theater, Nashville Ballet, Nashville Opera Association, and the Nashville Symphony Orchestra. As you can see, there is always something to enjoy! The Nashville Zoo at Grassmere is a great place for outdoor adventure. The zoo continues to expand on the 180 acre site and adds exotic animal exhibits in natural habitats and is sure to excite both the young and young at heart. The Adventure Science center allows visitors to climb to new heights in the newly built Adventure Tower, which is part of a fun filled learning experience.

Presales of a commemorative NAON item will be available, which you'll be able to pick up onsite at the LAC booth. Remember that the NAON Mall is a one-day event for individual chapters to have a fundraiser item for sale, so everyone get busy and get involved. Watch the next issue of NAON News to learn why Nashville is known as "Music City, USA." We look forward to seeing you in Nashville!

Shari Kingman, RN, ONC
Mary Betty Masters, RN, CNOR
Local Affairs Co-Chairs



Built in 1850, Belmont Mansion welcomes visitors to a piece of history.
(Photo used with permission of the Nashville Convention and Visitors Bureau.)

CATT Box

Creative Educational Strategies

Did you know that one of the responsibilities of a chapter is to offer their members a minimum of six hours of continuing education each calendar year? Doing that in a creative and appealing way can be a challenge. Here are some ideas to make your chapter's education more stimulating. Keep in mind that NAON has Guidelines for Continuing Education Development (available on the NAON Web site) to be followed.

Have exhausted your repertoire of speakers? Are you using the same ones over and over? It's time to look outside your circle to see who else might be qualified to present some education to your members. In addition to orthopaedic physicians and nurses, think about physical and occupational therapists, nutritionists, and specialists outside orthopaedics, such as oncology, rehabilitation, and pediatrics. Contact vendors you deal with; many industry representatives or pharmaceutical companies will help provide contact hours and speakers when asked. University hospitals frequently have speakers' bureaus that can be a source of presenters. Speakers who have a financial stake in what they are discussing must note this on the Vested Interest Form (in the CE application) and announce it at the meeting. Finally, think about the patients you have cared for. Some of them, by virtue of their experience, can be qualified presenters of education.

Once you have decided on a topic for an offering, think about others who might be interested in hearing the presentation. Invite staff from the oncology, pediatric, or rehab units or the operating room when applicable. Networking off your unit will provide new insights and expertise.

So your educational offerings traditionally have only a few attendees? Instead of frowning about that, use it to your

advantage! Gather those few and go on a "field trip" to a unique diagnostic or treatment center in your area. While visiting a local bone bank, a representative can teach everything you would want to know about things like bone banking, allografts, processing, bone graft substitutes, and more. Still not too many attendees at your session? How about a session on osteoporosis, including a nutritionist with information on incorporating calcium rich foods in a diet? Then you could also have samples of the foods available and be able to try some unusual items. A casting clinic, learning to apply and remove casts, is ideal for a limited number.

We have all been in the situation where our speaker has canceled at the last minute for one reason or another. Instead of panicking and canceling the meeting as well, consider having a few offerings available for backup such as reading and discussing a journal CE article, completing the posttest, and the chapter covering the cost of the CE credit for the members. The sessions on the Congress CDs provide a high-tech alternative to the traditional journal article as well.

Some chapters have found meeting their educational requirements easier by conducting an all-day workshop, getting all their hours in at once, while others have held six one-hour meetings throughout the year. Another suggestion might be to hold a shorter session, perhaps on a Saturday morning, with four hours CE credit and yet not consuming the entire day. And remember NAON's past audio seminars. Here's hoping some of these suggestions will help your chapter education committee plan your calendar of events!

Mary Jo Satusky, RN, BSN, ONC
Southeast Regional Representative CATT

St. Louis' Fall Workshop a Big Success

The St. Louis Chapter's 23rd annual *Orthopaedic Festival of Learning*, held on Friday, October 24, 2003, brought 75 nurses and surgical technicians together. We had nurses from Missouri, Illinois and Kentucky joining us for a day of education, networking and an opportunity to renew old friendships.

With 5 different speakers on a wide range of topics, including Legal Issues in Orthopaedic Nursing, Blount's Disease, Service Recovery, and Trauma, the program received excellent evaluations. In addition to the many interesting speakers, the day also featured an Exhibit Hall, with representatives from vendors such as Kendall, Allograft, Sanofi-Synthelabo, and 3-M on hand to display their products.

At the conclusion of the program, a drawing was held for the many gifts provided by our exhibitors, so some even went home with bonus prizes.

The St. Louis Chapter takes great pride in providing our local nurses with a quality program, and continuously strives to improve the content with feedback from those in attendance. We are planning for next year's workshop to be held on October 29, 2004.

Jane Deckard, BA, RN, ONC
Chair Workshop Committee

NAON Represented at AAOS State Societies Strategy Meeting

NAON members Cynthia Gonzalez, RN, MSN, ONC, Past Director, and Catherine Smrcina, PhD, RN, ONC, Past President, represented NAON at the American Academy of Orthopaedic Surgeons State Societies Strategy Meeting, November 15-16, 2003, at AAOS Headquarters in Rosemont, IL. This meeting was called to strategize with the state orthopaedic societies on a coordinated plan to lobby for medical liability reform. This crisis affects the patient's ability to get care and the viability of the individual orthopaedist's practice.

The main message was that orthopaedists across the country are facing such high medical liability insurance costs that many of them are cutting back on services, moving to other places, or retiring early. There's a good chance that the orthopaedists you work with or for are struggling with this issue today and paying many thousands of dollars more for liability insurance than it cost just a few years ago. As doctors struggle with this problem, along with their patients who have trouble getting healthcare coverage, the time has never been better for medical liability reform. The media have made the story front-page news, and President George W. Bush has publicly called for liability reform on several occasions, with a majority of Congressmen and a near

majority of Senators now supporting it. The only possible solution to this crisis is medical liability reform, with caps on non-economic damages. This has worked in California, where liability insurance rates have gone up at a much slower rate than in most parts of the country. Florida, Texas, Ohio, and West Virginia recently passed meaningful medical liability reform. In two of these states, Florida and Texas, liability insurance rates will decrease in early 2004. The push is on, driven by public concern about access to care and a new political will to deal with this issue head-on, but the battle has just begun.

The AAOS, in coalition with several other medical specialty societies, and in partnership with state orthopaedic societies, has launched a 3-pronged medical liability reform campaign: (1) a public education effort in a few key states to sway certain lawmakers to support federal liability reform; (2) a broader public relations program for state societies to use in getting public backing for state liability reform; and (3) a grant program under which state societies can get financial support for their own specific lobbying efforts. Texas and Florida, which both had successful liability reform campaigns, received grants under this program. The AAOS has already committed

\$1 million to this campaign. Other national medical associations involved in the campaign are contributing similar amounts. NAON is participating by educating the membership and keeping you aware of the progress of the campaign.

NAON members need to be aware of this issue seriously affecting patient access to quality care. If patients are traveling hundreds of miles for orthopaedic care due to the emigration of their physicians to other states with friendlier medical liability insurance rates, the quality of their care is compromised. This also has an economic and general welfare impact on the orthopaedic nurse. You can also assist your orthopaedist colleagues by participating in lobbying efforts to ensure that successful state strategies are realized and enacted. You will hear more about this issue in the coming months both from NAON and from the orthopaedists with whom you work. The AAOS campaign is called **"PACT"** (**P**rotect **A**ccess, **C**are, and **T**reatment). A united effort is needed to protect our patients. We can ensure this protection by educating our patients, our legislators, and each other about this critical issue.

Catherine M. Smrcina, PhD, RN, ONC
NAON Past President 1992-1993

OND at Orlando Regional Medical Center

Orthopaedic nurses at Orlando Regional Medical Center, Orlando Florida celebrated **Orthopaedic Nurses' Day** by inviting everyone to come by the Ortho Unit to share "bone" cookies, "elbow" macaroni salad, "finger" sandwiches, and lots of other goodies including a cake decorated with skeletons and bones. Breakfast for the staff was provided by the Rehab Department. The management of the Ortho Unit presented

each ONC with a basket of goodies from Bath and Body Works. The unit was decorated with numerous "pun"-y sayings such as *Ortho nurses are "Humerous"*, *We have a "ball" in this "joint"* and *Ortho nurses always have a "shoulder" to lean on*, with appropriate pictures for each saying. A great "bone"dacious day was had by all.

Loretta Gall, RN, ONC
Member, Central Florida Chapter



Members celebrate Orthopaedic Nurses Day in Orlando, Florida.

ONCB Seeks New Director

ONCB announces an opening for a 3-year term as Director, beginning in May 2004. Applicants must be energetic, creative ONCs who are committed to promoting orthopaedic certification in the nursing community. Previous involvement in an ONCB committee is a benefit but is not required. Questions? Contact ONCB President Dottie Roberts (drobertscns@earthlink.net).

Interested ONCs can get an application packet from the national office (888-561-ONCB, oncb@sba.com). Application deadline is January 15, 2004.

Get a One-Time Test Center in Your Area!

Do you have a group of nurses in your area who want to sit for the ONC exam, but there isn't a permanent test site near you? You may be able to become a temporary test center location. ONCB can select additional test centers if there is sufficient interest from a group. Exams are offered twice a year; your test center application must be received by February 1 for the spring test and July 1 for the fall exam.

At the time of application, you will need to name a test center manager to be responsible for the onsite management of the test. This person should hold the ONC credential or be familiar with exam administration but has no connection with the specialty of orthopaedic nursing. You must also provide the name of a contact person and the potential number of candidates. You will also need to have a location designated and be able to provide proctors (1 for every 25 examinees).

If you are interested in pursuing this option for your group, please contact the ONCB national office (oncb@smithbucklin.com, 888-561-ONCB [6622]) or check the Web site (www.orthonurse.org/certification) for further instructions and to request the test center application.

Debra Davis BS, RN, ONC
ONCB Director

Group Discount Guidelines Change in New Year

If you are planning to take the ONC exam in 2004 with colleagues from your chapter or healthcare institution, please note that group discount guidelines have changed. Five or more nurses must now register together for each to receive the group discount of \$25 off the exam price. Questions? Contact the ONCB national office (888-562-ONCB [6622]; oncb@sba.com).

Questions about Test Prep Strategies?

If you are part of a group preparing for the ONC exam, you can have an ONCB Director as your point of contact to offer advice about studying and testing strategies. Directors are unable to disclose specific information about the test but are glad to answer other questions as your group gets ready for the exam. Contact ONCB President Dottie Roberts (drobertscns@earthlink.net) if you are interested.

Examination Retest Discount Available to NAON Members

The ONCB understands that not every examinee successfully completes the rigorous ONC examination. A one-time retest option (at a reduced rate of \$180 for NAON members) is offered to assist potential ONCs in reaching the goal of certification. While ONCB Directors cannot discuss the examination, we do encourage unsuccessful examinees to contact the national office for a possible link to an ONC mentor. A great deal of effort is given to assist nurses towards successful completion of certification.

**Cynthia M. Gonzalez, MSN, RN,
ONC, APN**
ONCB Director

Chapters Offer ONC Comprehensive Review Course

At the request of Colorado NAON members, the **Denver Chapter of NAON** offered the ONC Comprehensive Review Course in conjunction with their annual workshop at the end of August. Attendees had the opportunity to register for the Thursday review course and/or the Friday annual workshop; discounts were offered for NAON members registering for both days. The team of Jeanne Fleagle, Kelly McDevitt, and Cary Lou Martinson agreed that the course would be a perfect adjunct to the chapter's 10th workshop anniversary celebration. The attendance included 33 participants, including colleagues from Nevada, Utah, and Florida! Evaluations of the program were outstanding, and participants commented that it was helpful for the exam prep, an overview of orthopaedic nursing, and to obtain CE credit for re-certification.

Jeanne Fleagle, MSN, RN, APN, ONC
President, Denver Chapter

On November 1, 2003, the **Orthopaedic Nurses of New York (ONNY)** sponsored an ONC Review Course. This was co-sponsored by the Department of Nursing at the Hospital for Special Surgery, and 45 nurses participated. Response to the program was extremely positive. While some participants attended for the continuing education credit, the majority were looking to gear up for the certification exam next year.

Barbara Wukovits, BSN, RN
President, ONNY



Countdown to Spring ONC Exams

Make certification your goal in the new year! \$220 NAON members, \$320 non-members. Countdown from January 15:

March 9, 2004

AAOS/Nursing & Allied Health Meeting
San Francisco (CA)
53 days

May 1, 2004

Multiple national sites
106 days

May 16, 2004

Annual NAON Congress
Nashville (TN)
121 days

Nurses Helping Nurses

When hardship strikes, it is especially difficult for those of us accustomed to giving care to seek support from others. To help nurses in need, Nurses House extends short term financial assistance to registered nurses in difficulty as a result of injury, illness or disability.

This statement on the Nurses House home page (www.nurseshouse.org) summarizes the mission of this unique charity. NAON is an annual supporter of Nurses House, and NAON members are encouraged to consider this organization in their charitable giving.

Prepare for 2004 Ballot: Spotlight on the NomCom Role

Let the magic begin! You can influence the future of NAON by electing leaders that have a positive vision for NAON. By casting your vote in this year's election, you can make magical things happen! First, educate yourself about the candidates: they will have their statements and qualifications published with the ballot. Pick the candidates that best represent your views, then VOTE! The magic is in your vote. The only way to become a stronger organization is to elect leaders who help NAON grow. We have a great group of candidates for 2004, and there is a good selection from which NAON members can choose.

Here's how to vote. The ballot will be sent to you in early January, with return postage paid by NAON. Check your choice of candidates, and mail it back to NAON. It really is that simple! The whole process is painless, so use your magic and help us elect a special group of leaders for 2004. Your vote really does make a difference!

Nominating Committee

Through our articles in NAON News, we are profiling elected positions to explain their duties and let you hear from people

who are or have been in those positions. This issue's spotlight, NomCom, is an elected position with a three-year term. The committee is composed of members from each region and the Immediate Past President as the non-voting administrative chair. NomCom solicits qualified members to be placed on the ballot and then assists them as needed in completion of their candidate packets. They then prepare a slate of candidates and finalize the ballot. Other activities of the Nominating Committee are to foster leadership and encourage volunteerism.

Some of the skills required to be a member of the Nominating Committee are knowledge of the functions and competencies of elected positions, ability to identify leadership qualities in members, and previous experience in various roles in the organization. Members of the NomCom should enjoy people and talking to them about NAON.

Geri Tierney says: *I loved serving on NomCom because we spent a great deal of time networking and encouraging people to think about running for office. Planting the seeds, recognizing talent, and acknowledging the passion in someone is exciting. The other fun part of NomCom was the outrageous presentations we did at*

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NAON member and fellow alum Barbara Frederick presents the Distinguished Nurse Alumni Award to Nancy Brunner

NAON Past President Nancy Brunner (1997-1998) was the recipient of the Distinguished Nurse Alumni Award from Chicago Wesley Memorial Hospital. She was nominated by her classmate Juliane Gates, RN, who recognized Nancy's many contributions to the profession. This was presented at the Annual Reunion Luncheon of the Northwestern Memorial Hospital Nursing Schools Alumni, including several former diploma schools.

NAON member Barbara Frederick presented the award to Nancy, which

included a monetary award. Nancy donated the money to Northwestern Memorial Hospital, with the stipulation that the money be given to a nurse as a scholarship to a NAON educational program. Congratulations, Nancy – we are proud of you!



Prevention of Musculoskeletal Injuries Associated with Patient Handling Tasks

 The American Nurses Association has launched a campaign called "Handle with Care" to promote safe patient handling and the prevention of musculoskeletal injuries among nurses (ANA, 2003a). Their fact sheet documents the considerable amount of musculoskeletal disability nurses experience as a result of performing patient handling tasks: chronic pain, decreased quality of life, lost time from work, disabling injuries, and inability to work in the profession. Although some researchers have documented the problems for years, serious attention to the problem is long overdue.

The Evidence

In the spring of 2003, British ergonomists published a thorough review of the research on patient handling (Hignett et al., 2003). These scientists offer research-based recommendations regarding specific turning, moving, transfer, and lifting techniques that are biomechanically sound. The following general conclusions were extracted from the Hignett et al. book.

A wide array of assistive devices, including slide sheets and rollers that reduce friction during transfer, gait belts, and transfer

boards, are of some help in reducing biomechanical stress in care providers. The reviewers found moderate research evidence that mechanical hoists are not used to their full capacity—for reasons having to do with: hoist design; availability of intact, clean, and functioning devices; space problems; and lack of training about how to use the equipment. Several studies indicate that staff training in techniques of moving and use of mechanical aids is not sufficient in and of itself to bring about changes in staff behavior or a reduction in injuries. Moderate evidence was found to supporting the effectiveness of lift teams.

The overall conclusion one reaches from reading this review of the research is that manual handling of patients in the majority of situations is risky to providers. Of note is that the ANA position statement (2003b) actually calls for the elimination of manual patient handling.

Safe Patient Handling Initiatives

The Washington State Ergonomics Rule views jobs that involve lifting objects weighing more than 75 pounds once per day or more than 55 pounds more

than 10 times per day as "caution zone" jobs. The rule requires that employers with this or other job hazards must educate their workforce regarding their risks and take steps to reduce or control the hazard (Washington State, 2003). The National Institute of Occupational Safety and Health of the Center for Disease Control has also recognized the risks associated with patient handling. Their document on controlling safety hazards in hospitals recognizes the role of: (a.) mechanical devices for lifting and transferring patients, (b.) adequate staffing, and (c.) in-service education regarding proper handling techniques in preventing injury to hospitals staff members (NIOSH, 2003). In March 2003, the Occupational Safety and Health Administration issued ergonomics guidelines for the nursing home industry (OSHA, 2003). The guidelines recommend minimizing the manual lifting of residents and eliminating it when feasible. The Veterans Hospital Administration has designated safe patient handling as an area of emphasis. Their objectives include testing and developing techniques and equipment that are safe for the patient and for providers (VHA, 2003).

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Prepare for 2004 Ballot: Spotlight on the NomCom Role

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Congress. The present committee works very hard to get the right person with the right competencies to run for offices. I am really glad to see the past board members mentoring our leaders.

Faye White says: *The Nominating Committee is charged with the awesome task of seeking qualified candidates for leadership positions in our organization. Being a member of the committee for two terms has given me the opportunity to be a part of the process several times. Committee membership offers the chance to identify those individuals who may be future leaders and serve as mentors to them. Meeting and*

getting to know NAON members as part of the search for ideal candidates has led to the development of long-lasting friendships, as well. I consider myself fortunate to have the opportunity to serve NAON in this capacity not once, but twice.

Karen Faler says: *When I was on the NomCom, I worked with an outstanding group of people who worked hard and enjoyed their work. We knew more people than the Executive Board! We knew the "movers and the shakers" of the organization and worked to get a great ballot for the membership. What a great feeling of success!*

A closing thought from me: Being on the NomCom is a privilege. When meeting and talking with members, I have learned that there is a lot of positive support for the field of Orthopaedic Nursing. NAON is a great organization in which to share our knowledge and talents. Being on NomCom allows me to encourage a leadership role for those visionary members. Please be sure to vote for our new leadership and let the magic begin!

Becky Burgoyne, RN, BSN, MSN, ONC
*South Central Region Representative
Nominating Committee*

Prevention of Musculoskeletal Injuries Associated with Patient Handling Tasks

continued from page 9

Gaps

There has been a limited amount of research on or attention given to the design of care-giving spaces and to the role that adequate staffing plays in the problem. Providing more space, at the bedside to enable providers to use good ergonomic techniques as well as portable hoists and in bathrooms to allow two providers to assist patients in toileting, is a design issue that has long plagued nurses (Nelson, Fragala, & Menzel, 2003). Design of neither space has changed much—in the redesign of older hospitals or in the design of new hospitals and long-term care facilities. Many patient handling tasks are currently done with just one or two providers. The research base is clear that, for many patient handling tasks, two or more providers are needed (Hignett et al., 2003; NIOSH, 2003). Assembling the needed number of people should not require undue time and effort—they should be readily available (Trinkoff, Brady, & Nielsen, 2003). Admittedly, room redesign and making handling assistance readily available are costly interventions, but they may be essential

components for achieving safe patient handling—for both patients and staff.

Summary

For years, the frontline of defense against injuries resulting from patient handling has consisted of classes in transfer techniques and making some portable hoists available. The research evidence is clear that these are inadequate interventions for this important and complex problem. Currently, there is movement on a number of fronts to prevent injury associated with patient handling. National agencies are looking at the problem, research is being conducted, new assistive devices are coming to market, and pressure is being put on agencies to address the problem. Now is a good time for nurses to demand better, more, and readily available equipment to assist in moving, turning, and transferring patients. Now is the time for care-giving agencies to develop serious, multi-component programs to address safe patient handling rather than tinker with the problem at its edges.

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Sarah Jo Brown, RN, PhD
NAON Director of Research

Call for Amendments to the Bylaws

In keeping with NAON policy 1.02: *Solicitation of Amendments and Review of Proposed Amendments to the Bylaws*, the Bylaws and Policy Committee is announcing the opportunity for the membership to make recommendations for amendments to the Bylaws. A draft of the proposed amendment must include the current article, the recommended change, and the rationale. Please contact Barbara Shoemaker, Chairperson for the Bylaws and Policy Committee, via the national office or e-mail richshoe@aol.com.

Barbara Shoemaker, MSN, RN
Secretary and Chairperson of Bylaws and Policy Committee

Delegates Approve Bylaws Revisions

The NAON year-long House of Delegates was asked to consider two revisions to the Bylaws. A revision to Article III-Membership, Section 1: *Classes of Membership* was proposed to delete the Corporate Membership category. This change would allow for greater flexibility in discussing options for corporate support throughout the year and to develop a strategic corporate sponsorship program. This revision was approved by 82% of the voting delegates. The second initiative focused on an approval for a change to the NAON dues structure. A request for approval of a \$5.00 increase in dues was approved by 80% of the voting delegates. This dues increase took effect with the upcoming membership renewal.

Rationale: As NAON works to enhance benefits to members, the NAON National office staff has researched the membership dues and benefits of 12 other nursing organizations. Currently, NAON provides a great number of benefits for the lowest dues. The NAON Executive Board has the fiduciary responsibility to assure an appropriate balance of association revenue and expense to maintain a balanced annual budget.

The NAON Executive Board and the Bylaws and Policy Committee would like to thank the delegates for considering and approving these initiatives. The ability to conduct business between Congress onsite House of Delegate sessions allows for flexibility and responsiveness in the governance of the association.

Barbara Shoemaker, MSN, RN
Secretary and Chairperson of the Bylaws and Policy Committee

Introducing



Diane Takahashi

Diane Takahashi's life reads like an ad for travel and tourism in southern California. "I started out in college at the University of California at Irvine, where I thought I wanted to do something in social work, or be a social scientist of some kind." Even though her mother is a nurse, she had never wanted to be one... but somewhere after that first year in college, the nursing bug bit her. She enrolled in Pasadena City College Nursing Program and completed her Associate's degree there.

Diane started her career in nursing at Huntington Memorial Hospital in Pasadena, CA, on a medical surgical/ orthopaedic unit. She selected this position as it was in the mid 1980's when there was no nursing shortage (yes, younger colleagues, we have had those times), and she filled someone else's maternity leave position. She was there for 13 years, during which time she joined NAON, became an ONC, and was promoted to an assistant head nurse on the evening shift. While she loved working there, many of her colleagues moved on to Las Vegas, Alaska, or retired, and she was still commuting up to an hour and a half on the LA freeway to get to work.

"My husband came with a house, so I had to move," she jokes, and so she changed jobs after getting married to her husband Ken. Diane attended a job fair at the Los Angeles Convention Center sponsored by NurseWeek.com. She posted her resume there, and the first call was from Fountain Valley Regional Hospital in Orange County. She worked there for a year on an adult ortho unit. A call from her present employer, The University of California Irvine Medical Center, enticed her to leave Fountain Valley for an interesting position: "the best of both worlds" where she is a clinical nursing supervisor who works two 12-hour shifts a week doing patient care, and two 8-hour administrative days. She likes being able to maintain both skills.

Currently the president of the Orange County Chapter of NAON, Diane says her chapter has the same struggles most do. Their membership is consistent; even though some of the members are no longer working in orthopaedics, they continue to attend meetings. She thanks Carol Harvey, an active NAON member, who has provided her with "immeasurable support and assistance during my tenure as chapter president." Immediate Past President Laurie Sienkewitz has said of Diane, "She has single handedly kept the chapter together." Diane, of course, credits her chapter members and former members of the Orange County Chapter for their success.

Diane is a born networker, though. When she went to the Dallas Congress in 1996, she went alone, so she put a note on the message board, looking for nurses from Orange County, and found new friends to be with that week. For anyone reading this, use this method to find nearby colleagues—it can work!

She and her husband Ken, who is a plant nurseryman and a supporter of NAON, like to spend their weekends outdoors, fishing, and hiking. "We stay in lodges and cabins with all the luxuries of home, though—we don't rough it," she jokes. Good thing, as they take their "weekend pet" with them, a cockatiel named O.B. who is the "O'ffice "B"ird of the nursery where Ken works. "O.B. travels well!" she adds.

Practice Corner

Case Management SIG

Change. It is something that gives most of us anxiety; whether it is personal or professional; whether it is related to our job description or changes instituted by carriers. It is what drives us to keep up and learn more so we have less confusion and stress in our lives.

Most case managers are involved with one or more insurance companies that annually determine what they will or will not pay for. And just when we learn their coverage, it changes. For example: Medicare. It is undergoing its annual changes. Just prior to my deadline for this article, I went to www.Medicare.gov to see if I could easily identify the coverage changes the program is undergoing for Fiscal Year 2004 (which actually began Oct. 1, 2003). No, would be my answer. I

figure if it's hard for me to understand, it must be very difficult for patients and families to figure out what is and isn't covered. Coverage is a big issue for them. If they make the "wrong" decision or don't follow the insurance carriers' directives, there can be large financial consequences that they may or may not be able to cover from their personal funds, which just adds more stress to being ill and in need of health care.

One thing I suggest to patients is to call their insurance carrier and talk with someone about their coverage so they gain an understanding of how the system can work for them. It's the start of being an involved medical consumer and reducing the stress in their dealing with health care costs. As case managers, we can do the same. Investigating changes in coverage at this time of year gives us the knowledge to discuss things that impact patient's recovery as well as their pocketbook. That knowledge can help patients and their families work within the system to ensure maximum benefits, less frustration and better results for their healthcare dollar. Just another benefit of having a case manager work with them and for them.

Janet Bachelder, BSN, RN, ONC
Facilitator
Case Management Special Interest Group

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NAON Educational Activities

March 10-14, 2004. San Francisco, CA. AAOS Annual Meeting/Nursing and Allied Health Program. Contact: AAOS, 800-346-2267 or www.aaos.org

May 15-19, 2004. Nashville, TN. NAON's 24th Annual Congress, *Passion in your Bones*. Contact: NAON, 800-289-6266 or www.orthonurse.org

NAON Chapter Educational Activities

February 12, 2004. Green Bay, WI. Northeast Wisconsin Chapter. *10th Annual Conference: Facets of Orthopaedics*. Contact: Jennifer Friedel, 920-339-5724 or jgfriedel@new.rr.com.

February 25, 2004. Sugarloaf Carrabasett Valley, ME. Northern Maine Chapter. *Contemporary Topics in Orthopaedics*. Contact: Jane Beaudoin, 207-848-2416 or rnjane12755@cs.com

February 28, 2004. Marietta, GA. Atlanta Chapter. *There's No Business Like Bone Business*. Contact: Jenny Bell, 770-949-8559 or jenmike@mindspring.com

March 26, 2004. Timonium, MD. Baltimore Chapter. *"Bone" Appetite: A Smorgasbord of Orthopaedics*. Contact: Karen Jennings, 410-792-7539 or jenningskm@hotmail.com.

March 27, 2004. Charlotte, NC. Piedmont Chapter. *Challenges in Patient Care*. Contact: Reba Ann Petrosky, 704-316-1443 or rapetrosky@novanthealth.org.

April 1-2, 2004. Springfield, MO. Greater Ozark Chapter. *15th Annual Orthopaedic Nursing Symposium*. Contact: Angeline Susan Epperson, 417-767-4478 or paulepperson647@hotmail.com.

April 13, 2004. Coralville, IA. Hawkeye Chapter and University of Iowa Department of Nursing. *Upper Extremity Conditions: Armed with Knowledge*. Contact: Melody Machula, 319-848-3043 or mmachul@pcofiowa.com

April 24, 2004. Spokane, WA. Inland Northwest Chapter. *Orthopaedics: More than Broken Bones*. Contact: Brenda Elliff, 208-765-5730 or belliff@my180.net.

Regional Continuing Education

April 16-17, 2004. Cincinnati, OH. Cincinnati Children's Hospital Medical Center. *Cincinnati Children's 4th Annual Sports Medicine Symposium*. Contact: Becky West, 513-636-6732 or 800-344-2462, ext. 6732.

April 22-24, 2004. Orlando, FL. Preventive Cardiovascular Nurses Association. *10th Annual Symposium: New Horizons in Cardiovascular Risk Reduction: PCNA Moves into the Next Decade*. Contact: PCNA, www.pcna.net