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# HEALTH *beat*

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## Canadian Nurses, Take Control!

In the face of an aging population, increased acuity levels, backed up emergency rooms and no relief in the near future, many nurses feel less in control of their lives and their careers than their predecessors did. Latest polls show higher incidences of work related stress, increased violence in the work place and poor staffing levels.

Having the skills and natural abilities that nurses bring to the workplace everyday is truly a gift. Having the ability and knowledge to effect a positive change in another human being is not only a very important and

responsible job, but it can carry the greatest rewards. If nurses are to perform such a valued task under such difficult conditions, shouldn't we also have some say in what we are worth?

When you compare what nurses do to with other noble careers in our society, nurses have less control in terms of wages and job flexibility. Plumbers can set their own hours and name their own price. This simple concept is what inspired a group of Canadian nurses to create the first online booking system for nurses. [eNurses.com](http://eNurses.com) lets nurses create their own online profile. Nurses can name their own

price and manage their schedule as well as their availability and payroll all online. Clients in turn can search nurse profiles and book services online.

The development of this system came about over several years, and like many other services, was born out of the need to feel in control of ones own career. The internet has given us so many new tools, it seems only natural that they be embraced by nurses.

eNurses is the result of a test pilot conducted in 2002 under the name [BCNurses.com](http://BCNurses.com).

Developments conducted at the British Columbia Institute of Technology in 2004 set the ground work for a complete redevelopment in 2005 and in January of 2006, [eNurses.com](http://eNurses.com) went live.

Now with a few clicks of a mouse, nurses can create a profile, decide when they want to work and for how much. With unprecedented control over their schedule and the highest wages in the business, nurses now have a tool that takes them one step closer to a lifestyle where they are in control.

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## British Columbia Careers

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For more information please contact:

Advertising: Cheryl Lee

cheryl@mccronehealthbeat.com

Toll Free – Ph 1.800.727.0782

Publisher: Jan Henry, McCrone Publications

mccrone@interbaun.com

Letters &amp; Articles: Jay Sherwood

jay@mccronehealthbeat.com

Graphic Design: Jackie Vogt

design@mccronehealthbeat.com

Published by:

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9768 – 170 Street, #319

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Ph: 780.413.9342 Fax: 780.413.9328

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To provide healthcare professionals with job opportunities, continuing education, new products, resources, and editorials to help them succeed in their careers.

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According to the Canadian Nurses Association (CNA) Position Statement that addresses the nurse practitioner, "A nurse practitioner (NP) is an advanced practice nurse whose practice is focused on providing services to manage the health needs of individuals, families, groups and communities. The NP role is grounded in the nursing profession's values, knowledge, theories and practice and is a role that complements, rather than replaces, other health care providers." (CNA, 2003, p.1) (Note: the term nurse throughout this editorial refers to a registered nurse.) The CNA statement spells out very clearly that the role is nursing with NPs integrating such things as diagnoses and treatment and prescription of drugs into their nursing practice. NPs provide a wide range of services in diverse health settings. The days of associating their practice solely to remote communities are gone as governments, policy makers and other important stakeholders are recognizing the valuable contribution that they can make in an increasingly strained health care system. The introduction of the NP in Canada can be traced back to the late 1960's. In part, the introduction of the role resulted from perceived physician shortages, the evolving roles of nurses and movements towards nursing specialization. As well, there was an increased push to solidify a "physician assistant" position in the US – a position that was not seen as desirable in Canada's health system. Some NP educational programs were developed in the 1970's but without the support of legislation most of the graduates worked under delegated medical functions and were primarily dependent on physician supervision particularly in urban areas. While most of the NP initiatives disappeared in the 1980's, there was renewed interest in the role when the 1990's funding crunch in the health system occurred and the need for health system reform became more apparent. (CIHI/CNA, 2005, p.3)

Today there are almost 1000 NPs practising in Canada. All provinces and territories have passed legislation to govern the autonomous and collaborative practice of NPs. Although legislation differs somewhat amongst the legislative bodies, all include some form of title protection (i.e. only

Editorial: by Jennifer (Jay) Sherwood, BScN, MEd.

## Nurse Practitioners in Canada: A revival of the concept!

those registered nurses who have met the educational and experiential requirements can use the title designated in the legislation) and scope of practice statements. (CIHI/CNA 2005, p.4) In Canada there is a great deal of variation in the entry level requirements. CNA asserts that because of the dearth of educational programs in the 80's and 90's some registered nurses gained NP competencies through a combination of experience and a variety of educational programs. However, nursing groups in Canada have joined the growing consensus internationally that the NP role is "advanced nursing practice" with the appropriate education being at the graduate level. While holding that belief the same nursing groups acknowledge that the existing expertise in the nursing community must be recognized. (CNA, 2003, p.2)

Despite the advances in regulation to govern the practice of NPs there are still some barriers to their practice that need to be overcome. In discussion paper, "Barriers to Effective Collaboration Between Nurse Practitioners and Family Physicians" prepared for CNA for submission to Health Canada, the authors conclude that there are five explicit barriers that need some further work. These are: legislative; regulatory; economic; educational; and medico-legal. It is believed that the work undertaken by CNA to develop a national regulatory framework includes a national licensing examination that was written for the first time in 2005. These initiatives should lessen the regulatory and educational variations across jurisdictions. As well, in addressing the liability issues, the Canadian Nurses Protective Society (CNPS) is considering expanding the liability protection for its members. (CNA/CIHI, 2005)

By far the most difficult barriers to address are those that are considered implicit. These barriers relate to perceptions, informal relationships, culture, values, norms, power networks, and hierarchy. (El Jardali, 2003, p. 14) The most dramatic example of how challenging it is to overcome these barriers can be found from the PEI experience when a pilot project for nurse practitioners collapsed due to professional mistrust. According to Margaret Duffy, then

president of the PEI Nurses Union, the project was "soured ... (by) politics". The experience created bitterness amongst the PEI nurses who want to do their part to ease the health system's pressures. Since that time, nursing, medicine and pharmacy have collaborated in the development of regulations governing the practice of NPs. (Hass, 2006, p.912)

The Canadian Nurse Practitioner Initiative (CNPI) was launched by CNA and funded through Health Canada's Primary Health Care Transition Fund. Its vision includes "a renewed health system that optimizes the contributions of nurse practitioners to the health of all Canadians" (CNPI [www.cnpi.ca](http://www.cnpi.ca) p. 1) The five strategic components include one on change management, social marketing and strategic communications. The team that implements this component are charged with:

- working to foster a collaborative environment in which governments, health professionals, employers and academics work together to integrate nurse practitioners (NPs) into the primary health-care system;
- generating public awareness and acceptance of the NP as an integral part of the primary health-care team; as well as
- demonstrating the value of NPs to Canadians and the primary health-care system in Canada.

This team's work has already contributed to resolving some of the implicit barriers in accepting that NPs are fully functioning health care providers in Canada's health system.

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## How to Worry – “Worry Write”

“The longer we dwell on our misfortunes, the greater their power to harm us” - Voltaire

Worry today is almost an epidemic – about 60% of patients consulting their family doctor have anxiety as the cause of their distress. We certainly have a lot to worry about, but perhaps we worry too much. Research shows that 40% of worry is about events that will never happen, 30% is about events that have already happened, 22% is about trivial things, 4% is about events we can't change, and only 4% is about real events we can act on! This means that 96% of worry is totally wasted on things we can't change or control. Isn't it time we learned to worry properly and not just spin our mental wheels, making ourselves miserable?

But how do you 'Worry RIGHT'? The answer is: You Worry-WRITE! This means that if you are going to worry, you set aside specific times to do it, sit at a desk and write your worries down,

organize them and then find solutions. If you're a real worry-wart, force yourself to worry regularly, perhaps twice a day for half an hour. You'll probably find your mind rebelling – you simply can't keep worrying that long.

Want to stop lying in bed at night worrying? First, relax physically, using regular, even breathing, and progressively let your muscles relax. Then picture a relaxing or interesting scene. If your mind fills with worries – see them as clouds drifting by and out of sight, and focus on the relaxing scene again. Or imagine yourself successfully finding solutions. Still not sleeping? Get out of bed and sit at your worry desk – ready to work at clearly identifying your worries and making plans for action.

Write down a list of all your worries, then rate each worry as major or minor - or just a hassle. Once you have your master worry list, organize

### From the Editor's Desk

## Did You Know...?

Over the past two months there have been more health related news pieces that have arrived in my mailbox than at any time since I started writing this column. Hence, I have picked only the ones that I felt were the most interesting. I hope that you agree with my choices!

### Did you know ...?

**IVYSTAT! - New product to treat poison ivy** - There are 10 to 12 million cases of poison ivy reported each year. Doctors will usually prescribe hydrocortisone when they are consulted, but there is a new product on the market that is nearly nine times more effective than that standard hydrocortisone prescription ointment.

Dr. Mark Christensen, pharmacist and published, patented inventor, helped in the development of IvyStat! IvyStat! is a two-part treatment that is lower in steroids, yet more effective because of a deep cleansing exfoliant.

For more information contact: Lizz Stendera, Media Relations, Inc. 612-798-7217 [lstendera@mediarelations.com](mailto:lstendera@mediarelations.com)

**EDMONTON, AB - The Alberta government is giving health regions \$116 million** to acquire new hardware and software for the province's new electronic health record (EHR) system.

An Alberta Health and Wellness news release says that more than 300 health professionals will pilot an enhanced and easy-to-access Alberta Netcare system that will also give physicians access to a detailed analysis of diagnostic imaging results. They will be able to get the images electronically in early 2007. ([www.health.gov.ab.ca](http://www.health.gov.ab.ca))

**TORONTO – New data indicate that while some rates of antibiotic resistance are stabilizing in Canada**, others continue to rise. And while Canada remains a world leader in the fight against antibiotic resistance – a serious global public health threat – the rate of antibiotic prescriptions is on the increase. As well, a new consumer survey indicates that serious misconceptions remain among Canadians about the appropriate use of antibiotics.

The annual National Report Card on Antibiotic Resistance was released as part of Antibiotic Awareness Week (February 27 to March 3) organized by the National Information Program on Antibiotics (NIPA), a coalition of eight leading Canadian physician, pharmacist and patient organizations created 10 years ago to educate Canadians about the appropriate use of antibiotics.

**TORONTO- The Canadian Tumour Repository**  
See *Did you know?* page 7



IMMEDIATE OPENINGS FOR

## Registered Nurses

The Little Red River Cree Nation Home Care Program is recruiting nurses for its Home Care program at Fox Lake.

Fox Lake is a fly-in First Nations community situated on the Peace River 175 kms. East of High Level in N.W. Alberta.

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For further details call **Todd Steven, Manager Home Care** at 780-759-2000 and 780-659-3730 ext 254

Forward resumes and references via e-mail to [todd\\_steven@lrrcn.ab.ca](mailto:todd_steven@lrrcn.ab.ca) or mail to Box 305, Fox Lake, AB T0H 1R0

## Alberta, NWT and BC Careers

major worries into two groups: Those you can do something about, and those you can't do anything about.

Try to be specific. Instead of thinking: "I'm stressed out!" say "I'm angry about..." "There is conflict in the family caused by..." This will greatly help in finding a workable solution. Ask yourself: "What are the real odds of this thing actually happening?" Are you making a problem bigger because of the way you think about it? Even with health and wellness issues, we often focus and fret about all the "what if's" rather than doing all we can do to be well in the present.

You'll feel more in control if you analyze your worries. You can more easily develop a positive attitude, work out solutions and make good decisions. Of course, some problems have no specific solutions, but once you decide to take

charge of worry, you'll be able to select your mental attitude and a course of action – including choosing not to worry!

*"A small trouble is like a pebble. Hold it too close to your eye and it fills the whole world and puts everything out of focus. Hold it at a proper distance and it can be examined and properly classified. Throw it at your feet and it can be seen in its true setting, just one more tiny bump on the pathway of life."* - Source Unknown

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Nancy Roth wanted a career in health care for the challenge and sense of fulfillment that comes from helping people. She just didn't want the stress of working with patients on the front line.

She found what she wanted as a Health Information specialist – a vital role in an increasingly complex health care system.

As a Data Coordinator for Vancouver General Hospital (VGH), she keeps track of every patient's progress in the Leukemia/Bone Marrow Transplant Program. While the doctors and surgeons are front and centre in the operating rooms and lecture halls, they rely on data and analysis provided by people like Roth.

"I compile statistics for doctors who give presentations all over the world," says Roth. "I do data quality management – it's an important job. I keep track of our patients' disease status."

She's part of a network of Health Information Services professionals who keep records of every health condition and service performed in the health care system. They use a complex, international coding system to enter information into a national database. That information helps hospitals and governments to reduce wait times, plan delivery of various types of surgeries, and to schedule Emergency Department physicians.

"Everyone I know in this field enjoys their job," says Roth. "If you're interested in health care but you don't necessarily want to be a nurse or doctor, this is a good way to be in the field."

In fact, more and more front-line health care workers are signing up for re-training in Health Information, according to Laurie Kenward, coordinator of the Health Information Services

Program at Douglas College in New Westminster, BC. "We train former nurses who want to keep working in health care but desire a change from the shiftwork and demands of their job," Kenward says.

Douglas College is the only institution in BC training workers for this unique career. The program involves a lot of number-crunching on computers, with an equal share of teamwork and camaraderie.

"Believe it or not, the statistics courses stand out for me," she says. "I never thought I'd be doing stats. But now, statistics are my favourite part of the job."

Roth says she struggled with high school math, but with lots of individual help from her instructors, she soon found herself working with her classmates on complex computations that were challenging, but fascinating.

"The instructors were so supportive – they cared about each and every one of us," says Roth. "They still email me to see how I'm doing."

Shortly after graduating in 2004, Roth got her job at VGH and discovered just how well the program had prepared her for the workforce.

"The program was completely relative to my job. I use absolutely everything they taught me. It's impressive the way the instructors covered all the bases," she says.

Now, Roth gets to organize data which can be used by doctors in the fight against cancer, and she sees the people behind the numbers. "I'm making a difference," she says, "and it's a great feeling."



## Translocation International Recruitment

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- The Stafford Hospital is a Centre of Excellence set in the Staffordshire countryside in the heart of middle England, close to the major university towns. The area is steeped in history, architecture and culture and within easy reach of Shakespeare's Stratford, vibrant Chester and picturesque Wales.

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# Are Soy and Soy-based Products Good or Bad?

by Tyron Piteau B.H.K., R.K.

So what's the deal with soy and soy-based products? Are they good for you or not? Are they a good alternative to milk or not? People don't seem to agree. I used to think soy milk, for instance, was better than cow's milk simply because of all the hormones and medication residues in conventional cow's products and so I switched. However I soon learned otherwise.

Soy is beneficial for your health as long as it's prepared properly, i.e. fermentation - as soaking, sprouting, or long, slow cooking does not neutralize the phytic acid on the outer layer. The process of fermentation destroys the high amounts of phytates on the outer surface of the soybean. Soy tends to be "high in mineral-blocking phytates, thyroid-depressing phytoestrogens, and potent enzyme inhibitors that depress growth and may even cause cancer." The phytates primarily block absorption of calcium, magnesium, copper, iron, and zinc. As stated above, fermentation neutralizes these phytates.

A major problem with soy and soy-based products, if not prepared properly, is that they contain soy phytoestrogens (or xenoestrogens meaning "foreign estrogens") which actually mimic human estrogens and bind to estrogen receptors in the human body. Recent research indicates that these soy phytoestrogens could be causative factors in breast cancer, penile birth defects, infantile leukemia, and decreased testosterone levels in males. These xenoestrogens have been linked to sluggish thyroid glands, possibly thyroid cancer and weight gain. They have also resulted in infertility in every animal species studied so far. . .

Processing of soy products results in the formation of MSG (monosodium glutamate), commonly known as a flavour enhancer, which is in fact a neurotoxin. Additionally soy also contains aluminium which similarly is a toxin to our nervous system and kidneys. Links have been made between aluminium and Alzheimer's disease. Soybeans are genetically modified leading to a whole slew of new compounds entering the body that are ultimately uninvited and unwanted by your liver. In January of 2006, The American Heart Association changed its stance on soy and soy-based products as a result of reviewing 22 studies and noted that the FDA's original stance on it was based on a single

study produced by the soy industry. Vested interest maybe?

So ultimately for those who want an alternative to conventional cow's milk as I did, but cannot tolerate milk possibly due to being lactose intolerant, try organic goat's milk or sheep's milk. Additionally you can try goat's milk or sheep's milk yogurt as these are much more tolerable by the intestinal tract than cow's milk yogurt products. Goat's milk is less allergenic, does not produce mucus, is easier to digest than cow's milk, does not suppress the immune system, has more buffering capacity than over-the-counter antacids, alkalizes the digestive system, contains twice the healthful medium-chain fatty acids which are highly antimicrobial, and is a rich source of the antioxidant selenium. If you can, it is preferable to obtain organic, raw (unpasteurized) goat's milk products.

Tyron Piteau is a Kinesiologist, Personal Trainer, Rehabilitation Therapist and Nutritional Consultant. To contact phone (604) 626-2342 or email themakersbody@gmail.com

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## BC and Alberta Careers, Products and Classifieds

# Strengthening the communities and providing opportunities for life long learning

Nunavut is a unique part of Canada facing unique geographical, economic, social and cultural challenges and opportunities, so Nunavut Arctic College (NAC) is different from other post-secondary institutions. Our wide-range of top-quality courses and programs are based on the traditional values of Nunavut's people, and are designed to help students pursue life-long learning and personal development in an increasingly modern society. Nunavut Arctic College is proud to be Nunavut's own college – the premiere provider of post-secondary education and training programs for the people of Nunavut for more than 20 years.

Nunavut became Canada's third territory in

1999. When it was still part of the Northwest Territories the government of NWT established an Adult Vocational Training Centre in Fort Smith. It offered trades training and one of the first teacher education programs for aboriginal peoples in North America. Post secondary programming was available in what is now Nunavut during the '70s but never on a regular basis. Inuit in the eastern part of the NWT were forced to seek education far from home and linguistic and cultural differences contributed to low completion rates. The first opportunities available to the residents of the eastern part of the territory were the teacher education program and a housing maintainer program. In the early '80s the legislative

assembly of the NWT recommended the establishment of Arctic College. In 1995, not long before Nunavut Territory was created, the NWT government established Nunavut Arctic College with the passage of the Public colleges Act. Currently, the College boasts three campuses in Nunavut and 24 learning centres.

Nunavut Arctic College's mission statement speaks to such things as strengthening the people and communities in the territory and providing opportunities for life long learning. They provide career programs delivered with partners throughout the Arctic and eastern Canada and through such partnerships make the benefits of both traditional and southern science available to its citizens.

The Bachelor of Science in Nursing (Arctic Nursing) is offered in partnership with Dalhousie University in Halifax. The program is four years in length and is designed to educate Inuit as nurses to respond to the health needs of the people of Nunavut. The content of the program is especially selected to emphasize awareness and respect for the Inuit culture and will prepare Inuit nurses for leadership

positions. All four years of the program are taught at Nunavut Arctic College. In 2004, the first students graduated from this program. Upon completion of the four year program, the graduates are awarded a BScN (Arctic Nursing) degree conferred by Dalhousie University. They are also eligible to write the Canadian Registered Nurse Examination. This nursing program will provide its graduates with the basic skills required to practice in the variety of nursing positions available in Nunavut including community health centres.

An eight month Health Access Program is available for students who do not meet the academic requirements for admission to the nursing program. NAC also offers a Human Services Certificate and Diploma in Human Services with either a Drug and Alcohol or Social Work specialty at the Cambridge Bay Campus – contact the Campus at (867) 983-4108 for information about this program.

For more information about NAC and the Nursing Program visit [www.nac.nu.ca](http://www.nac.nu.ca) or phone toll-free to the Registrar (866) 979-7222 or fax (867) 979-7103

HEALTHbeat  
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## Merrell®: Quality Shoes for the Health Professional

For busy health professionals or anyone else who spends a great deal of time on their feet, Merrell® has a line of shoes that should be considered. Combining the latest technology in footwear with fashion, comfort and durability, Merrell® has a complete line of shoes and boots for men and women who need the best whether they be outdoor sport enthusiasts or those who rely on their feet to carry them through their

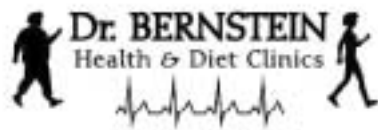
physically demanding days at work. In this issue of HEALTHbeat, Merrell has an advertisement for their Transit Pro Series that is of special interest to health professionals.

The Transit Pro Series is designed for medical, institutional and restaurant professionals who need comfortable, easy access footwear adapted for indoor use. There are two models to choose from in this series of Merrell shoes. The Topo Moc Pro is an easy access slip-on with a soft closefitting feel. If you choose the classic "lace up" shoe - the Siberian model - you can dress it up or down.

There are both men's and women's models that address gender specific support and fit requirements. These shoes are fashioned with leather and suede uppers that are water and stain resistant (chemical and blood) and have an antibacterial finish. The treated footbeds eliminate odour through extended use and provide for total comfort with air cushion midsoles that absorb shock and centres the foot, while the compression moulded footframe delivers lightweight cushioning and stabilizes the whole foot. The sticky rubber non-marking sole will provide you with the extra grip that you need on institutional floors.

The focus of this article is on the Merrell line that is designed for indoor use. However, a visit to the Merrell website will reveal that Merrell is also dedicated to the outdoors, manufacturing a wide range of products that will make your outdoor experience pleasurable and healthy. Whether born on the mountain or raised in the city, enjoyment of the outdoors is independent of age, income, occupation or culture. The outdoors re-energizes, restores, illuminates...and clarifies what is important to us all.

Since its beginning 20 years ago, Merrell has maintained its passion for innovative designs and fine craftsmanship. The company's core values set the standard for every boot, shoe or sandal that is made. Merrell® is a brand of the division of Wolverine World Wide, Inc. that includes other recognizable brands of footwear. For more information about this Canadian company and its quality products you may contact: Merrell Canada, 160 Chemin du Lac Millette, Saint-Sauveur-des-Monts (Quebec) Canada J0R 1R6 Phone: 888 463-7735; Fax: 888 563-7735 Visit: [www.merrellcanada.com](http://www.merrellcanada.com)



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# Become a Marital and Family Therapist – at a new Canadian Campus

We all have had or know of experiences which suggest families today are struggling to survive the stresses around them. The challenge of living in our modern world can turn family members into total strangers, distant, hostile, defensive and in pain. As a Marital and Family Therapist, you can help families, couples and individuals learn to communicate, to work through their problems – to love again.

Loma Linda University is a private, church affiliated health sciences educational institution located in Southern California. It is part of the Seventh-day Adventist world-wide system of higher education, which includes the school of Allied Health Professionals, Dentistry, Public Health, Medicine, and Nursing. Beginning in the fall of 1989 with 14 students, Loma Linda University initiated its unique Canadian campus program by combining the intimacy of a small school academic setting with the excellence of a

world class reputation in health care. Located in central Alberta, on the campus of Canadian University College, the program is an innovative venture that combines the teaching expertise of the Loma Linda University, California parent campus faculty, the Canadian campus faculty, and adjunct instructors and guest lecturers from the local professional community. Today, approximately 50-55 students are enrolled in the program. Psychology majors as well as college graduates from other disciplines are eligible for this rewarding career. Students come from diverse backgrounds, including education, nursing, social work, law, business, and counseling.

The master of Science degree in Marital and Family Therapy is designed to give the student a broad academic background for understanding individuals, couples, or families. As a clinically based program with a "systems perspective,"

## Education and Real Estate Opportunities

courses are taught on campus, utilizing two methods of instruction. Approximately half of the courses are taught on an "intensive" basis where the classes run all day for three or four days (depending on unit values). The remainder of the courses meet once a week for the full quarter.

The Marital and Family Therapy program, part of Loma Linda University's Graduate School, is one of the best in North America. The Western Association of Schools and Colleges of the United States, the highest accrediting body, accredits LLU for Universities and Colleges in the Western U.S. The Canadian off-campus program meets the

course requirements for membership in the American Association of Marriage & Family Therapy (AAMFT). Graduates with undergraduate psychology degrees are successful in obtaining Provisional Chartering status as a Psychologist in Alberta. Those from other academic backgrounds may elect to take chartering courses to augment their competencies. In Alberta, the program is recognized and authorized by Alberta Advanced Education as a graduate degree granting program.

### Did you know? from page 3

**Network unveiled an important new research tool** in the fight against cancer. This tool will help cancer researchers source the materials and data they need to work at the cell and molecular level in solving the mystery of cancer. The tool has been developed under the guidance of the Canadian Association of Provincial Cancer Agencies and funded by the Canadian Institutes of Health Research.

For further information: Emily Hanft, Cohn & Wolfe: [Emily\\_hanft@ca.cohnwolfe.com](mailto:Emily_hanft@ca.cohnwolfe.com)

**OTTAWA – There was the official launch of a massive Canada-U.S. research collaboration** aimed at dramatically improving survival rates after cardiac arrest and severe trauma when they occur in the community.

Canadian and U.S. research funding agencies are partnering in the Resuscitation Outcomes Consortium (ROC), an ambitious multi-year program to conduct a large number of tightly-coupled clinical trials.

The ROC will involve public safety agencies, regional hospitals, community healthcare institutions, tertiary care centers and may include as many as 15,000 patients per year over a three-year period. Emergency medical services, as well as fire services, will be an integral part of the research network that will conduct clinical trials of potential new treatments for cardiac arrest and severe traumatic injury that occur in Canadian and U.S. communities. ([www.cihf-irsc.gc.ca/e/30797.html](http://www.cihf-irsc.gc.ca/e/30797.html))

**DALLAS - GrandTec USA, a developer and marketer of specialty computer products, introduces a germ free keyboard.** MediKeys; a

computer keyboard uniquely designed to meet the specialized and demanding needs of the medical and healthcare industries.

Computer keyboards have been found to harbor a form of bacteria responsible for 95 percent of all hospital-acquired illnesses, according to a study reported in the American Journal of Infection Control; and harmful bacteria can survive as long as 24 hours on computer keyboards, according to a study carried out at Northwestern Memorial Hospital in Chicago. The Northwestern study also found that keyboards can contaminate the fingers, bare or gloved, of nurses and doctors, who could then transfer bacteria to patients. ([www.GrandTec.com](http://www.GrandTec.com))

And for some dietary news...

### Did You Know ...

**OJ HELPS WITH WINTER BLAHS - Winter is taking its toll on Canadians**, according to a new Ipsos-Reid survey conducted on behalf of the Florida Department of Citrus which found that a whopping eight out of ten (78%) Canadians find it more difficult to feel energized in the winter months than in the summer. But ever-resourceful Canadians agree there are a number of effective ways to maintain their energy – high on the list is drinking a glass of orange juice daily.

Nearly seven in ten (68%) Canadians say drinking a glass of orange juice is an effective way to maintain energy though the winter. And almost all (90%) say a glass of orange juice is an affordable and easy activity to do. ([www.FloridaJuice.com](http://www.FloridaJuice.com))

### Loma Linda University Marital & Family Therapy Master of Science Degree Canadian Campus

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- Flexible program with full or part-time studies, and certificate program
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# The Right Job... The First Time!

by Jennifer (Jay) Sherwood, BScN, MEd.

Unlimited Nurse Search, Inc. has a long standing reputation as being the experts in helping healthcare professionals relocate to the USA. The company has a unique approach to recruitment for positions in the USA and your subsequent relocation.

Your recruiter at Unlimited Nurse Search, Inc. will guide you with their expertise and knowledge. They will first help you to secure the job that is right for you and will then walk you through the licensure and relocation process – standing by your side all the way.

We recently spoke with some of the employees at Unlimited Nurse Search to get an idea of how they operate. Their responses are shared below.

## **We're Experts in Recruitment and Relocation...**

- We place professional medical personnel into permanent positions across the USA.
- Our clients are required to fill in our detailed job specification form which includes a job description, geographic location and company benefits.
- A recruiter will work closely with both the candidate and the employer to ensure that both their needs are met.

## **The Right Job... The First Time...**

- We apply sophisticated techniques, derived from training courses, when interviewing our candidates.
- We find out as much about their background and personality as possible. Our experience has shown us that chemistry, rather than an impressive resume, is the deciding factor in placing candidates successfully.
- Part of our application form asks questions regarding a candidate's likes and needs related to duties, preferred company culture, management style and what they regard as their strengths and weakness.
- We then match these qualities to our client's job requirements and only short list someone if there is a fit on all the requirements. The result is a highly successful interview to placement ratio and the tendency is that our candidates want to stay with the facility.

## **We Offer Personalized Service...**

- When you work with Unlimited Nurse Search, Inc. we assign one employment specialist specifically to a candidate. This ensures that they have access to someone who has an understanding of their job needs which will affect the accuracy of our short listing certain positions for them.

## **We Help You Get The Job...**

- Before each interview, each short listed person is thoroughly briefed on the facility.
- We outline the benefits offered, the duties, skills and personality requirements of the facility and why we believe they meet these requirements. This saves time during the interview and allows them to concentrate on the intangibles and other aspects such as the geographic location. In this way they can assess not only whether the job is a good match for them, but also see the whole picture.
- Thorough ground work is all done up front so that there are no unexpected surprises.

## **The Need For Urgency...**

The supply of skilled healthcare professionals is becoming more and more scarce. Worldwide recruitment drives to place healthcare professionals into the USA has created a great deal of competition and even though a candidate's skills are in great demand, there is usually a second or even a third candidate on the short list as a back-up if they procrastinate in the decision making process. It is for this reason that we prompt our professionals to make a quick decision when a position is presented to them as we do not want them to lose out on an excellent opportunity.

This sense of urgency pays dividends when potential employers approach us. Their interest level remains high and speed encourages a positive attitude towards our candidates.

Unlimited Nurse Search's commitment to their clients and candidates is evident in everything they do. They constantly strive to exceed expectation. Their reputation for professionalism stems from the care taken in taking down a detailed job specification, to the interviewing and referral of candidates and the follow up process. Extreme care is taken to find the right candidate match and above all to keep both the client and the candidate informed of progress at all times.

The healthcare staffing industry, as with most other industries, has seen significant changes over the last few years. Hospitals are looking for innovation and consistency in quality service delivery. Unlimited Nurse Search's methodologies have evolved accordingly to ensure they add value to their service offerings and are fully aligned to the market changes.

Unlimited Nurse Search, Inc. is dedicated to providing the highest quality of service to both the employers they serve and the professionals they place.



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