



ONTARIO CORRECTIONAL NURSES' Interest Group



Speaking out for correctional nursing.

WINTER EDITION 2019

Inside this issue:

Institutional	2
Violence	
Segregation	5
Reform	
Coalition Update	4
RNAO AGM	5
Nursing Inside	6
Educational	
Opportunities	8
OCNIG Poster	10

A MESSAGE FROM THE PRESIDENT...

Here it is, Angela Di Marco's first Message as President. I bow to everyone who has worked so hard for OCNIG's many successes!

Thanks to Shirley and the OCNIG Executive, including our newest members, for paving the way for another great year of opportunities for OCNIG. It is exciting to review our past successes and move forward into a new year.

OCNIG is represented on two community coalitions by myself and Shirley Kennedy. In the past months, The Segregation Coalition met with OPSEU to address identified workplace and health and safety issues with changes to Segregation. The Correctional Health Care Coalition has scheduled ongoing meetings to address and advocate for health care and segregation. There is a potential merger of the two coalitions; more info will be available once the Terms of Reference has been drafted and accepted. There is a benefit to a merger to continue to identify and to advocate for persons with major mental illness in our Institutions.

Please plan to register and attend our OCNIG AGM on April 13 2019. Your input and perspective as front-line Correctional Nurses will be invaluable. The event page link is found in this newsletter.

As a final note, at the last OCNIG AGM we heard about self-care and improved our awareness of the importance of self-care in our everyday practice. Please continue to identify pressure points, address them early and to utilize resources to continue to be able to do the important work that we do! Nursing is a work of the heart, and we need to care for ourselves and each other as we grow in our practice. Thank you and hope to see you at the AGM

Angela Di Marco

Final Report on Institutional Violence

In December, the Final Report on Institutional Violence in Ontario was released. Independent Advisor on Corrections reform, Howard Sapers made 42 recommendations to improve the safety of those involved in the correctional system, including employees and those in custody. According to CTV News (2018), The report takes feedback from employees and research data and statistics to create an analysis of the current state of violence in corrections. Recommendations include:

- Improvements to the Ministry of Community Safety and Correctional Services' (MCSCS) data reporting, collection, and analyses processes, to enable detailed analysis of trends relating to institutional violence;
- Improve institutional correctional culture including staff relationships with managers, inmates, and address attitudes and behaviours that are contrary to ministry objectives of rehabilitation and reintegration;
- Accelerate the redesign of the correctional officer training curriculum to emphasize verbal and other de-escalation and defusion of hostility techniques, and provide staff with skills to manage their mental well-being;
- Implement an evidence-based, validated security risk assessment tool to identify inmates at risk of engaging in institutional violence and to appropriately house individuals in accordance with the principle of least restrictive measures; and,
- Ensure adequate and appropriate programs and/or treatments are available and accessible to all inmates.
- The final report will be made public in mid-January, and will be available for review through the Ministry of Community Safety and Correctional Services Website.

Currently, the interim report is available through the Ministry of Community Safety and Correctional Services website. This report provides an “initial overview, analysis, and immediate findings regarding staff- and ministry-reported violence within the Ministry of Community Safety and Correctional Services’ (MCSCS) correctional institutions”.

The screenshot shows the website header for the Ministry of Community Safety & Correctional Services. It includes the Ontario logo, a search bar, and navigation links: HOME | NEWSROOM | ABOUT THE MINISTRY | CONTACT US. Below the header, there is a breadcrumb trail: You are here > Home > ... > Institutional Violence in Ontario Interim Report. On the right side, there is a PRINT icon. On the left side, there is a sidebar with a dropdown menu for 'Independent Review of Ontario Corrections'. The main content area displays the title 'Institutional Violence in Ontario Interim Report' and the date 'August 2018'.

Click to see the full report

Segregation Reform in Ontario

According to the independent review of segregation practices in Ontario, the number of offenders in Ontario correctional institutions has been decreasing for a decade, but the number of people sent to segregation is on the rise. On any given day last year, 575 people were detained in a segregation cell. While most were released within two weeks, one in six was segregated for weeks, months, or in some cases even years. In early November 2016, there were 22 inmates known to have been in segregation continuously for over a year; five of those individuals have been in segregation for over three years.

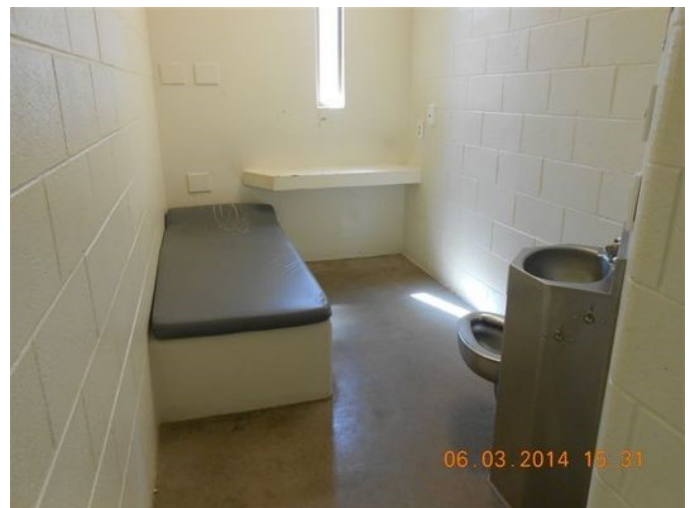
In many institutions, often segregation is the default area to place individuals with mental health needs; those at risk of self-harm or suicide; the disabled and elderly who need mobility assistance devices; critically ill patients requiring close medical supervision; individuals who feel unsafe when left alone in general population units; and transgender inmates before in-depth placement and needs assessments can be completed. The significant restriction on individual freedom that segregation poses must be tightly controlled by a comprehensive, clear legal and policy framework. According to the independent review, Ontario law and policy fails to meet this standard. The current policy lacks clarity, and there is no direction for the safe and ethical use of segregation. Issues such as paperwork, staffing, varying institutional standards, and human error all pose additional problems within the context of segregation use.

Segregation policy was reviewed in 2015 to reflect human rights standards. A prohibition was introduced, to the point of undue hardship, on placing inmates with mental illness in segregation. Ideally, these changes should have resulted in a significant decrease in the use of segregation, and in particular served to divert a large number of individuals with mental health needs into more appropriate care placements. At the time the policies were updated, however, no training, implementation supports or additional resources or space were offered to institutional managers or frontline staff. The most recent investigation revealed found that these new policies have not translated into operational practices across the system. Mental health screening is frequently delayed, medical services are not provided as required by policy, and local staff struggle to identify any alternatives to segregation for those with mental illness. The best available data show that, over the past year and a half, the number of segregated inmates with mental health or suicide risk alerts has increased.

The findings of the independent review can be categorized as follows :

- Reform Process to Date
- Law and Policy
- Definition of Segregation
- Inappropriate Use of Segregation
- Mental Health and Segregation
- Segregation Reviews and Accountability Mechanisms
- Segregation Data and Analysis
- Training and Deployment
- Aging Infrastructure

The report concludes with 41 recommendations calling for immediate action and 22 additional, longer term recommendations. To read through the full reports, click on the image to the right:



Segregation Coalition: Update

The Coalition on Reforming Segregation in Ontario's Correctional Institutions (the Segregation Coalition), is made up of organizations and individuals concerned with supporting the health and well-being of people who are incarcerated by promoting mental health, health equity and restorative justice. We work to call attention to the damaging practice of segregation and to the immediate reforms needed to mitigate associated harms across provincial correctional facilities for incarcerated persons. OCNIG does not support abolishment of segregation. We understand the need for segregation in its appropriate use.

The segregation coalition group members hope to be a stronger voice together to advocate for people in custody with mental illness.

All the involved members agree on the following:

- The first and most important instance of alignment is that we both agree that people with mental health issues do not belong in Ontario's jails, to begin with.
- Better training, and ongoing training, for all staff in jails.
- That there are not enough professionals trained in mental health within the prison system.
- There is need for more alternatives to segregation.
- The safety of COs is very important and must be addressed.
- There exists a need for more resources for public services in Ontario.

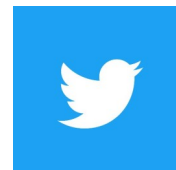
There is no work plan at this time, and discussions continue to be very broad, with no new information to share at this time.

Should you have questions about OCNIG's involvement with the Segregation Coalition, please send us an email at: ontariocorrectionalnurses@gmail.com



**Follow us on
Facebook and
Twitter!**

Click the pictures to see our social media!



Any OCNIG member who recruits three new members (not including students) will receive an OCNIG fleece jacket!

Please print off the poster on the page 10 and display in your office!

RNAO Annual General Meeting 2019



94th Annual General Meeting (AGM)

Fri, 2019-04-12 08:00 - 16:00

Hilton Toronto
145 Richmond St W.
Toronto
ON
Canada
[Map this location](#)

[Register Now](#)

[Click to register!](#)



Filed in: [AGM](#) [agm](#) [annual general meeting](#)

About this Event:

Join us for our Stakeholder Reception and Opening Ceremonies.

Be sure to join us for the various interest groups meetings and the closing keynote presentation.

One member, one vote

Once again members will have the opportunity to vote on governance items and candidates running for election. Voting will take place online for approximately two weeks leading up to the AGM. Results will be announced at RNAO's AGM.

[Click for more information!](#)



OCNIG Annual AGM

[Log in/create an account to register!](#)

[Attend the OCNIG AGM and have a chance to win a fleece OCNIG jacket as advertised on page 7!!](#)

Join us for the annual AGM on Saturday April 13 from 0900-1200. There will be an update from the Executive, a presentation and the opportunity to participate in Members Voices. Registered members who attend the event will be reimbursed for the cost of the light refreshments provided.

When [April 13, 2019 9:00 AM](#) through [12:00 PM](#)
Location [145 Richmond St W](#)
[Hilton Hotel Toronto](#)
[Toronto, ON M5H2L2](#)
[Canada](#)

NURSING INSIDE

Silence Kills: Communicating for Patient Safety

By: Lorry Schoenly

What do you do if you see a fellow nurse not washing her hands after a dressing change or not checking the MAR (Medication Administration Record) before administering routine medication to a patient? Speaking up about breaches in safety rules or other concerning issues can be a struggle of conscience. Staff nurses like to avoid conflict. This can be particularly true in a correctional setting where a punitive culture may pervade. Nurses must be able to speak up on critical issues of patient safety. The HealthGrades Quality Study of 2004 estimates that each year one in twenty patients will receive a wrong medication, over 3 million will obtain an infection from unwashed hands and nearly 200,000 will die of a mistake while hospitalized. How many of these poor outcomes and deaths might have been avoided if someone had spoken up about what they observed?

Maxwell and colleagues surveyed healthcare staff from a variety of professions and settings to determine the primary areas of concerning behaviors. Results indicate that many of us are witnessing team members cutting corners, breaking rules and being disrespectful but few are addressing these concerns. Surprisingly, the majority of those surveyed did not believe it was their responsibility to address these patient safety issues. The following seven areas of concern emerged as key issues we need to actively address.

- **Broken Rules** – Examples include standard safety rules such as checking doses or wearing gloves when drawing blood.
- **Mistakes** – Involve incorrect judgments, poor assessments, or not getting necessary treatment.
- **Lack of Support**– Can include reluctance to help, impatient, refuse to answer questions, or a teammate who then complains when asked to help out.
- **Incompetence**– Both doctors and nurses expressed concern about the competence of a few of their team members.
- **Poor Teamwork** - Gossiping and cliques are mentioned in this category.
- **Disrespect** – Examples include condescending, insulting, or rude comments. A small percentage of respondents also reported verbally abusive conduct such as yell, shout, swear, or name call.
- **Micromanagement**-This category includes abuse of authority such as pulling rank, threatening, bullying or forcing a point of view on others.

How many of these concerns have you experienced in your correctional nursing practice? Although intervening in the face of any of the above situations is difficult, correctional nurses are called to protect their patient's safety in every possible area. We must find ways to overcome our discomfort to advocate for our patients.

ONTARIO CORRECTIONAL NURSES' INTEREST GROUP FLEECE JACKETS NOW AVAILABLE FOR PURCHASE

Coal Harbour © colour-blocked fleece jackets made of 7.6 ounce, 100% polyester anti-pill, micro-fleece with contrast panel at shoulders and sides are embroidered with the RNAO/OCNIG logo!

Available in both men's (J7503) and ladies' (L7503) sizes XS-4XL (see sizing charts below) with two colour options:

1. black/graphite
2. white/graphite (shown here).

If you are interested in ordering one, please call **Mullers' Work Wear at 905-358-9626**. Ask for the RNAO/ Ontario Correctional Nurses' Interest Group fleece jacket in the size and colour that you prefer.

You can save on shipping costs by picking up your jacket at Muller's Niagara Falls location; 5823 Ferry St., Niagara Falls!



\$39.95 + tax
(shipping extra)

L7503 - Coal Harbour® Everyday Ladies' Colour Block Fleece

GARMENT MEASUREMENTS									
Size	XS	S	M	L	XL	2XL	3XL	4XL	5XL
Chest - Half Measure	33"	35"	37"	39"	41"	43"	45"	47"	49"
Chest - Full Measure	36"	38"	40"	42"	44"	46"	48"	50"	52"
Body Length from NPS	26"	26 1/2"	27"	28"	29"	30"	31 1/2"	32"	33"
Sleeve Length from CB	32 1/4"	33 1/4"	34 1/4"	35 1/4"	36 1/4"	37 1/4"	38 1/4"	39 1/4"	40 1/4"

LADIES' General Sizing Guide									
Size	XS	S	M	L	XL	2XL	3XL	4XL	5XL
Numeric Size	2	4-6	8-10	12-14	16	18-20	22	24	26
Bust	32"-34"	34"-36"	36"-38"	38"-40"	40"-44"	44"-47"	48"-51"	52"-55"	56"-59"
Waist	24"-26"	26"-28"	28"-30"	30"-32"	32"-36"	36"-39"	40"-43"	44"-47"	48"-51"
Hip	32"-35"	34"-37"	36"-39"	38"-41"	40"-44"	44"-47"	48"-51"	52"-55"	56"-59"
Sleeve Length - CB	30"-32 1/2"	30 1/2"-31"	31 1/2"-32"	32 1/2"-33"	33 1/2"-34"	34"-34 1/2"	34 1/2"-35"	35 1/2"-36"	36 1/2"-37"

J7503 - COAL HARBOUR® Everyday Fleece Colour Block Jacket

GARMENT MEASUREMENTS									
Size	XS	S	M	L	XL	2XL	3XL	4XL	5XL
Chest - Half Measure	34 1/2"	37"	39 1/2"	42"	44 1/2"	47"	49 1/2"	52"	54 1/2"
Chest - Full Measure	39"	42"	45"	48"	51"	54"	57"	60"	63"
Body Length from NPS	30 1/2"	31 1/2"	32 1/2"	33 1/2"	34 1/2"	35 1/2"	36 1/2"	37 1/2"	38 1/2"
Sleeve Length - CB	33 1/4"	34 1/4"	35 1/4"	36 1/4"	37 1/4"	38 1/4"	39 1/4"	40 1/4"	41 1/4"

MENS' General Sizing Guide									
Size	XS	S	M	L	XL	2XL	3XL	4XL	5XL
Chest	34"-36"	36"-38"	38"-40"	40"-42"	42"-44"	44"-46"	46"-48"	48"-50"	50"-52"
Waist	32"-34"	34"-36"	36"-38"	38"-40"	40"-42"	42"-44"	44"-46"	46"-48"	48"-50"
Sleeve Length - CB	31"-33 1/2"	32"-33 1/2"	33"-34 1/2"	34"-35 1/2"	35"-36 1/2"	36"-37 1/2"	37"-38 1/2"	38"-39 1/2"	39"-40 1/2"

If you have any questions, please contact us at: ontariocorrectionalnurses@gmail.com

EDUCATIONAL OPPORTUNITIES

NCCHC SPRING CONFERENCE ON CORRECTIONAL HEALTH CARE



**PRECONFERENCE SEMINARS APRIL 6-7 • CONFERENCE
APRIL 8-9 • EXHIBITS APRIL 7-9**

Join hundreds of correctional health care colleagues in Nashville to learn, share, problem-solve and network. The Spring Conference on Correctional Health Care promises a professional pick-me-up for clinicians, administrators and anyone who cares about delivering quality health care to incarcerated individuals. Choose from among 60 educational sessions, browse the exhibit hall and enjoy ample opportunity for talking shop with others who understand the challenges and rewards of your work.

Register today for a grand ole time!



**Click banner to
register!**



Barrie:
Mood and Mental Disorders Update (April 8, 2019)

London:
Physical Assessment Pearls (April 8, 2019)
Liver Logic (May 21, 2019)

Ottawa:
Mood and Mental Disorders Update (April 1, 2019)

Toronto:
Pharmacology Update for Nurses (March 4, 2019)
Anxiety and Depression (March 25, 2019)

**Click for more
Information!**



EDUCATIONAL OPPORTUNITIES

RNAO Upcoming Events

Best Practice Champions Workshop (Level 1) - Toronto
Thursday, January 31, 2019 - 08:30

Healthy Work Environment Webinar Series: Module 1
Tuesday, February 12, 2019

Best Practice Champions Workshop (Level Virtual Learning Series)
Wednesday, February 13, 2019

94th Annual General Meeting
Friday, April 12, 2019



**CLICK HERE
TO ACCESS
UPCOMING
EVENTS!**

CNO NURSES HEALTH PROGRAM

Check out the College of Nurses of Ontario's new Nurse's Health Program! This program was developed alongside RNAO, and supports nurses with personal assistance for substance use and mental health disorders.



**Click for more
information!**



WANTED

ARE YOU A REGISTERED NURSE OR NURSE PRACTITIONER?
ARE YOU INTERESTED IN CORRECTIONAL NURSING?



Join our team today!
The Ontario Correctional Nurses'
Interest Group (OCNIG).
Find us on Twitter and Facebook!



Ontario Correctional
Nurses' Interest Group



@OCNIG_