

Newsletter

June 2025

RNAO's 100th AGM highlights

Opening words from Andrew on how it went and an exciting resolution on workplace violence prevention.

Quality Improvement in Mental Health Nursing

Why QI is important in to our practice and resources to get started!

Continued Nursing Education

Some information for nurses who are interested in specializing through certification with the CNA.

Dear MHNIG colleagues,

A few weeks ago, RNAO celebrated its 100th AGM. I was able to attend to represent the MHNIG. This was my first time attending an AGM, and I wanted to share with you some of the highlights. The opening ceremonies started the night before; with several politicians coming to speak and show their support for registered nurses in Ontario. This included the current Deputy Premier and Minister of Health Sylvia Jones, Minister of Education and acting Minister of Long Term Care Paul Calandra, Opposition Leader Marit Styles, leader of the Ontario Liberal Party Bonnie Crombie, and deputy Green Party of Ontario leader Aislinn Clancy. **You can see their speeches- as well as RNAO CEO Dr. Doris Grinspun and outgoing president Lhamo Dolkar [here](#).** There were also representatives from partner organizations like the CNO, CNA, and WeRPN present.



Andrew and Kathy Wong at the AGM

The next day- of formal RNAO business started with Doris giving an overview of [RNAO's history](#). A big component was voting on resolutions submitted by members. You can find out more about the process, and see the proposed resolutions [here](#). Eventually you'll be able to see the ones that were carried at the 2025 AGM as well...

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though since several were amended from what was proposed that may take some time. **I want to highlight a resolution very important to the MHNIG, which spoke to workplace violence prevention and education. It was submitted by the student representative from the Windsor Chapter, who was moved by her experiences talking with her preceptor and other nurses who had experienced workplace violence.** I was able to assist with helping draft some of the language to amend the motion, and seconding it at the AGM.

In its amended form it read:

“THEREFORE BE IT RESOLVED, that the Registered Nurses' Association of Ontario (RNAO) call upon the appropriate ministries to implement new and expanded measures to protect nurses from workplace violence. These should include minimum standards for organizational WPV training that include de-escalation, risk assessment, and self defense techniques; reporting requirements for workplace violence trends that apply to all healthcare workplaces; province wide tracking systems for patients that have been physically violent in healthcare settings; and enforcement and accountability for individuals who are knowingly violent towards nurses and nursing students across all Ontario healthcare workplaces and educational settings.”

As part of the resolution process, consultation representatives are able to speak to any motion- and this one drew lots of members to speak in support and share their experience with workplace violence. I also had several nurses from various settings approaching me afterwards to talk more about workplace violence when they learned how much my professional role deals with this issue. **Workplace violence is not something that is only faced by nurses working in mental health. We're also planning to host another joint event about Workplace Violence with the Windsor Chapter- so stay tuned for that!**

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MHNIG poster for RNAO's 100th AGM

Finally, the new members of the RNAO Board of Directors, and new president-elect Sue LeBeau were officially welcomed to their new roles. **A major theme of this AGM was reflecting on our history, and the MHNIG leaned into that with a poster giving a look at some photos from our archives of past events. A highlight of the AGM for me was getting to speak to Kathy Wong;** a long-time member and former MHNIG executive who was viewing our poster. We were able to speak about the MHNIG over the years, and it left me feeling even more excited about the future.

Wishing you strength and solidarity,

Andrew Marlowe, RN, MN, MBA Chair,
MHNIG

“Challenges in healthcare aren’t roadblocks—they’re catalysts for change.”



Quality improvement is a fundamental aspect of our work as mental health nurses. We identify issues, establish goals, explore solutions, and strive to implement incremental changes that can achieve lasting results. Whether through patient or client interventions, modifications to workflow, improving psychological...

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safety at work, or the adoption of new evidence-based practices, we continually recognize opportunities for improvement and hone our skills in adapting to evolving mental healthcare systems. **QI isn't about solving a big challenge all at once.**

Quality improvement offers a blend of scientific principles and the flexibility to learn, grow, adapt, share, and disseminate knowledge. There are several effective QI tools available that can assist in identifying opportunities for improvement.

One simple and essential tool is the “5 Whys,” which involves repeatedly asking the question “why?” to delve deeper into the underlying causes of a problem. This straightforward technique can assist in identifying the root cause of an issue. Consider applying it to a challenge you are currently facing at work.

Check out [this excellent video](#) from Dr. Mike Evans to learn more about QI in Healthcare.

If you are ready to dive in, consider registering for this highly impactful (and free!) online training opportunity designed for those who work in mental health and community-based health care settings in Ontario: [E-QIP's Foundations to QI \(IDEAS\) e-Learning](#).

By: Shauna Graf, RN, BScN, CPMHN (C)

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Continued Nursing Education Through Specialized Certification

As part of our ongoing focus on professional growth and education in mental health nursing, we are highlighting educational opportunities that support excellence in practice. **One opportunity is the Canadian Nurses Association (CNA) certification in Psychiatric-Mental Health Nursing CPMHN(c).** This nationally recognized credential demonstrates advanced knowledge in the specialty, supports evidence-based practice, and enhances professional credibility. It is a meaningful way to showcase your commitment to high standards of care and ongoing professional development.

Canadian
Nurses
Association



Association des
infirmières et infirmiers
du Canada

The voice of Canada's nurses

*La voix des infirmières et
infirmiers du Canada*



CNA-certified nurses are recognized across the country for their practice excellence and dedication to advancing their expertise. Certification is highly valued by employers as it signals specialized knowledge and contributes to improved outcomes in healthcare organizations. In practice settings, certified nurses are often viewed as trusted clinical leaders, with enhanced professional credibility among peers and interdisciplinary teams...

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CNA certification is also a valuable way to demonstrate continuing competence and may help meet requirements for the College of Nurses of Ontario (CNO) Quality Assurance Program.

The next application window runs from June 16 to September 30, 2025, with exams scheduled for early November. To be eligible, you must hold a current license to practise as a registered nurse or nurse practitioner in Canada and have at least two years (1,950 hours) of experience in the psychiatric-mental health specialty within the past five years.

To learn more and apply today visit <https://www.cna-aiic.ca>

By: Kailey Montgomery, RN
BScN, M.Ed, CPMHN(c)



**You are invited to
participate in a
study that...**

is exploring how mental health nurses define and have experienced vicarious trauma in the inpatient mental health setting!

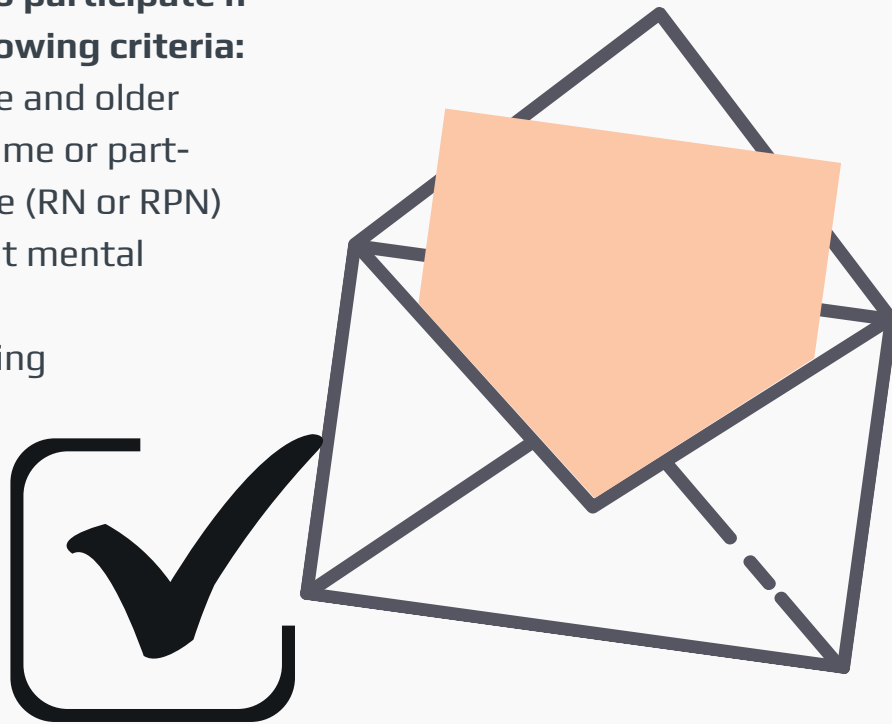
This study is being conducted by Western University PhD Candidate, Stephanie Karlovcec, with the Arthur Labatt Family School of Nursing. Stephanie will also be hosting an educational webinar with the MHNIG to talk about vicarious trauma in mental health nursing and her research.

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You are eligible to participate if you meet the following criteria:

- 18 years of age and older
- Working full-time or part-time as a nurse (RN or RPN) in the inpatient mental health field
- English-speaking



An electronic version of the Letter of Information and Consent (LOIC) form can be found at the following link:

https://uwo.eu.qualtrics.com/jfe/form/SV_OBTzRN0uSfqAF8

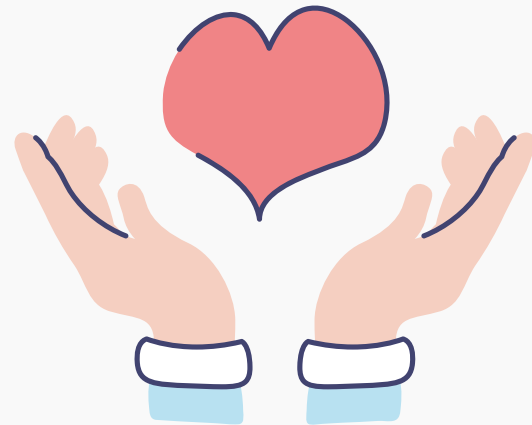
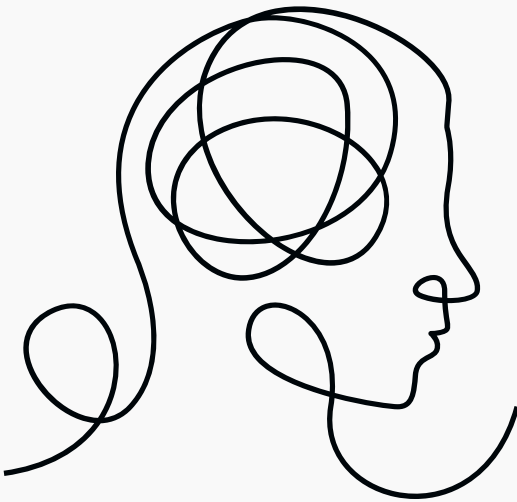
If filling out this electronic version of the LOIC, please also reach out to the student researcher, Stephanie Karlovcec, to notify of your interest in the study and have the opportunity to have any questions answered. This can be done by sending an expression of interest via e-mail to sjone23@uwo.ca.

If you are interested and agree to be involved, you would be asked to participate in a confidential interview at a place and time convenient to you and the researcher. This interview session would not be longer than 90 minutes.

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The goal for this study is to better understand the experience of vicarious trauma among nurses in the inpatient MH setting. **This information will be used to advocate for policy change regarding mental health support(s) for nurses in the workplace, as well as to inform the impact of vicarious trauma on nurses and potentially identify contributing and mitigating factors.**



For more information about this study, or to volunteer for this study, please contact:

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We look forward to connecting with you!

