

Palliative Care Nurses Interest Group (PCNIG)

Strategic Plan 2021-2022



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The Plan

Mission, Vision and Values

Mission

- Promote nursing in palliative care and be part of the Ontario voice of nurses working in palliative care. Create opportunities for outreach to get to know our members, their expertise, what they want from PCNIG and what they can contribute.
- Raise awareness about palliative care, dispel associated myths and collaborate with other bodies: Hospice Palliative Care Ontario (HPCO) and the Canadian Hospice Palliative Care Association (CHPCA) on common issues where a strong united voice is required. Collaborate with other pertinent interest groups/affiliations/organizations.
- Define Palliative Care as it is today – evolving, many different ideas, not just dying but living – to educate and advocate for people and their identified families needing palliative care, define the role of Nursing and Palliative Care in society, influence the broader community supporting the development of a compassionate society. Find ways to take the Palliative Care philosophy out to our members, the nursing community, colleagues and inter-professional practitioners.

Vision

- We have a very vibrant executive, well connected to their membership, a good social media presence, a current informative website, and we have filled the positions that are vacant and expanded our membership.
- We have a solid mandate, the support of RNAO, we have keen, knowledgeable, connected board members, and collaboration and communication mechanisms in place to fulfill our mandate.
- We have a new lease on our mission, new leadership, we intend to keep things moving, build momentum and fulfill our mandate, invigorate and boost Board leadership and partnerships, fill positions, enhance members involvement with communications, education, opportunities, and connections with other organizations involved with palliative care and related issues.

Values

“Palliative Care is Everyone’s Business”

- Advocacy
- Equity
- Capacity–building
- Collaboration
- Transparency
- Inclusion
- Mentorship

Goals and Key Performance Indicators 2021-2022

1. Increase the PCNIG connectivity and awareness among Interest Group membership by having at least **five town halls by the end of 2021 with an attendance reaching at least 50% of general membership of the Interest Group.**
2. Increase PCNIG presence within the Ontario palliative care community by **ensuring our brands' presence and at least two executives attend major palliative care events i.e., HPCO provincial palliative care conference.**
3. Broaden the nursing student exposure to principles and practice of the nursing role in palliative care by **redefining palliative care practice, offering opportunities to engage with members and executive in educational settings with outreach to three university/college faculties (as a minimum) by the end of 2021.**
4. Broaden reach of PCNIG advocacy by working with RNAO executive leadership to **ensure PCNIG members are well positioned at palliative care provincial leadership tables advocating for palliative care as an integral part of social determinants of health i.e., Ontario Palliative Care Council, Health Quality Ontario.**

Testimonials

“I joined PCNIG because I believe that palliative and end of life care is an essential component of nursing. It is often overlooked and undervalued and I wanted to bring this amazing aspect of nursing practice to light in a much broader sense to various tables including nursing, policy, and overall health care approaches. Palliative care is something that everyone will need at some point in their lives and I want to ensure that everyone has access to excellent palliative care when that time arises regardless of postal code, ethnicity, socioeconomic status etc.”

“I joined the PCNIG Exec to better advocate for HPC at the RNAO/provincial level as sadly both continue to not recognize palliative care as important, and to help engage members in improving their HPC knowledge and practice. I am currently serving in the roles of social media & communications for the exec.”

“Currently I am working as a PSW in a long-term care facility which has really changed my perspective on end-of-life care and shown me how underrated and unrecognized it can be in my field of study. I am not 100% sure what my position entails so far but Tanya and I have been chatting over the past couple days and I think it would be incredible to reach out to all the nursing programs in Ontario and share insight, education, and opportunities for students who might not even realize this career path exists!”

What was said about Mission, Vision, and Values

“A big part of palliative care today is education, outreach to nursing, getting the philosophy of palliative care out to communities, not letting palliative care be ‘swept under the rug’, lifelong learning opportunities, palliative care is not just about dying but about living.”

“Advocacy work is at the intersection of Palliative Care/Nursing/Society, advocacy about what palliative care is about – building palliative care for a compassionate society, effecting change in systems for those who are living and dying across the continuum.”

“Advocating for palliative care for all healthcare providers, increasing the understanding that palliative care doesn’t exist in a vacuum; every single provider will be involved, and we will be closing gaps in knowledge, we see PC as broad spectrum, across the continuum of nursing practice, not just a specialty.”

“The interests of nurses are taken into account – consideration that palliative care is taxing physically and psychologically, we are advocating for support for general needs of nurses and other health professionals in palliative care.”

Appendix I

RNAO Interest Groups

Find more information about [RNAO's Interest Groups](#).

Appendix II

Executive Roles and Functions (at December 2020)

- President: Maria Rugg
- President-Elect: **Mahoganie Hines would like to begin the process**
- Past President and Finance Executive Network Officer: Kim Rogers
- Membership Executive Network Officer: Carolyn Wilson
- Communication Executive Network Officer: **OPEN**
- Social Media Executive Network Officer: Mark Kocsis/Carleigh Higgins
- Policy and Political Action Executive Network Officer: **Mahoganie Hines (to move to President-Elect)**
- Student Executive Network Officers: Tanya Smith/Carleigh Higgins
- **Vacant Positions: Communications Officer (applications welcome)**

Position descriptions are available p19-22 in the [RNAO Leadership Manual 2019-20](#).

Appendix III

Planning Process Summary

- **Data gathering** – Nine interviews with current and past executive members. September (BSimpson)
- **SOAR Analysis of data** (Strengths, Opportunities, Aspirations, Results) – September (BSimpson)
- **Travis and Mark are currently working with RNAO to update internet presence, social media information, new LinkedIn account RNAO_PCNIG, and provide new emails to Board Members** September- October (Travis&Mark)
- **Virtual presentation and discussion of findings and next steps with BOD** Attending on Zoom: Carleigh, Carolyn, Maria, Mahoganie, Mark, Tanya, Travis. Regrets Kim. September 30 (lead BSimpson)
- **Maria updates the Board officers' slate** and provides position descriptions – October (MRugg)
- **Maria and volunteers Carleigh Higgins and Carolyn Wilson streamline and update the PCNIG Goals** – October (MRugg)
- **Everyone to work with Travis and Mark to get their PCNIG emails** working effectively October (Executive)
- **Summary of Discussion** – emailed for review to Exec (October MR)
- **Prepare Draft Plan (BS) and book Board review and discussion** – Mission, Vision, Values, Goals, Key Performance Indicators – (September-October) Meeting November 19th (MRugg lead)
- **Edit and Format Draft Plan** based on discussion. Nov 20-22 (BSimpson)
- **Finalize Strategic Plan** (Exec with BSimpson - November- December)
- **Develop plan to execute on Goals and Key Performance Indicators** (Exec - January 2021)
- **Set a date for review actions on Key Performance Indicators** – in 4-6 months (April 30 -June 30 Exec)

Appendix IV

Collaborations



Ontario Palliative Care Network:

<https://www.ontariopalliativecarenetwork.ca/en>

RPNAO Palliative Care Specialty Interest Group

<https://www.werpn.com/join/sigs/>

Palliative Pain and Symptom Management Network

<http://www.pccnetwork.ca/what-is-a-ppsmc>

OTHERS?

Appendix V

Reviewing the Plan

In 4-6 months (April 30 - June 30, 2021)