

Practice Reflection

CNO acknowledges the exceptional circumstances the pandemic continues to bring to the nursing profession. During these difficult and challenging times, nurses have been asked to adapt quickly and do more than ever before. This has likely impacted your practice in unexpected ways.

Reflection is a part of your professional QA obligations. The following questions are intended to help you reflect on your experience this year and support you in identifying areas in your practice for your continued learning.

1. How did your experience this year impact your practice?

- What experiences stand out to you? (for example, redeployment, pandemic response, changes in practice).

In the last year I took an additional position on the women and babies unit. This is a very big change for me as I am used to working in adult medicine, specifically complex care. This, in addition to the ever-changing pandemic, has been an interesting and educating experience.

- Did you take on additional responsibilities?

Yes, in my nursing practice the nursing profession had to take on additional tasks and responsibilities from other professions that they were no longer “allowed” to do. This added a lot of extra work to an already strenuous job.

- Did you experience any challenges? If so, what were they? How did you manage them?

There were many challenges in the last year of practice. To name one it would be the staffing crisis. There is short-staffing on every unit and it is difficult to find people to fill the holes. This staffing issue increases the work load of the nurses who are working and it is an unsafe environment for both the nurses and the patients.

2. What changed, if anything, in terms of how you do your work?

- Provide examples of changes you noted for yourself, others (for example, patients, clients, colleagues, students, the public), your practice setting and the overall health care system?

We work as a team on both of the floors that I work on, which is a very supportive way to work on ‘heavy’ floors. This has influenced me to always be a

team player because if one day I have a lot of sick patients or a busy day I know that my coworkers will support me just like I would do for them.

- Why were/are these changes important?

These changes are important because it makes a healthy work environment for all, makes the workload seem fair and not that all responsibilities fall on you, as well as being safe for the patients.

- How did you adapt to these changes?

I adapted to these changes through experience and observation of my coworkers. Learning from my coworkers has been beneficial to my own practice as well as beneficial for the work environment.

3. What learning opportunities did you identify through your experiences that you can apply moving forward?

- What did you learn that you will continue to use throughout your practice?

I learned that you can never be too comfortable in your practice. Things are always changing and can change very quickly. The pandemic shook the healthcare system and most people were going through a pandemic for the first time in their lives – therefore a lot of things were trial and error and mistakes were made and learned from.

4. Based on your reflection, what areas of your nursing knowledge, skill and judgment can you identify needing professional development?

- How will addressing these areas help you maintain or improve your nursing knowledge, skills or judgment?

In my nursing knowledge, skill and judgement, I can identify that I need professional development in knowing scope of practice for both RPN and RN. This will improve my nursing practice by knowing exactly what I am allowed to do as a nurse within my scope, as many times nurses are asked to do ‘favours’ or tasks for another profession and it is important to know if we cannot do it. I have never had an instance where I was put in a position to do something that wasn’t within my scope, but I do not want to be in a situation where I am unsure if something is within scope of practice.

- Which areas in your knowledge, skill and judgement are the most important to address and carry forward in your Quality Assurance this year?

All areas of knowledge, skill and judgement are important to address and carry forward in Quality Assurance, but it is important to maintain current memberships

and training certificates. Specifically, first aid, CPR, BCLS, and any training specific to unit and hospital. For my unit I am also required to have Neonatal Resuscitation and training modules pertaining to newborns, and postpartum mothers.

Reference: CNO <https://www.cno.org/en/myqa/practice-reflection/>