



ADVOCACY, LOBBYING AND LEGISLATION

★ **By: Honey Allee**

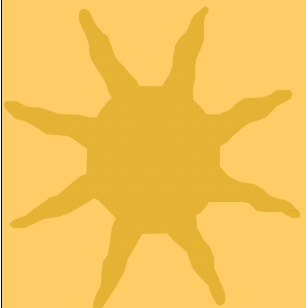
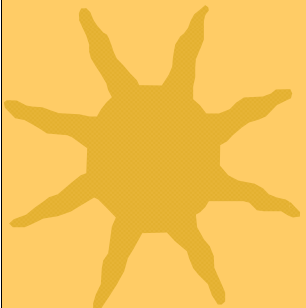
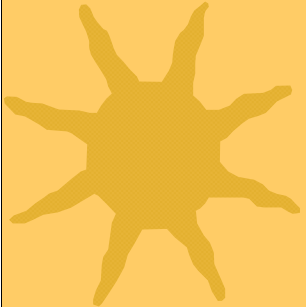
OH&S Nursing Practitioner

McCord Hospital

ICN CONGRESS – 2 JULY 2009

DURBAN ICC





DENOSA / McCORD

3 FOUR 50 WELLNESS PROJECT

- ★ Half of deaths is due to 4 chronic diseases
- ★ Diabetes, Heart Disease, Lung Disease and some Cancers
- ★ This is caused by 3 risk factors i.e. Tobacco use, Poor Diet or Eating Habits and Lack of Exercise
- ★ Oxford Health Alliance, ICN and DENOSA joined hands to address the above at McCord and other Sites



Design of Programme

- ★ Provide information, education and support
- ★ To foster joint approach to solve problems of excess weight, chronic disease and smoking amongst Nurses
- ★ Ask Nurses how they want to improve their well being – Walking at lunch time



Design of Programme - Continued



★ Create an environment that promotes balanced nutrition, taking away pies and fatty meals, including a salad lunch in dining area, put in more water fountains, discourage private food sale



★ Satisfy health related needs – Gyms

★ “Walk your talk” – role model



★ Develop a policy for “**Caring for the Carer**”



Definition Of Care?



★ Feel concern for

★ Look after

★ Take interest in



★ Provide for

★ Take heed of signs and symptoms

★ Address needs



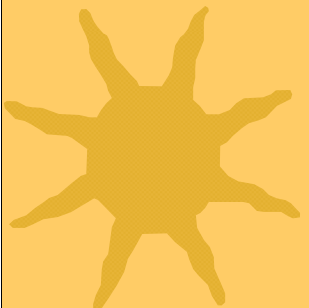
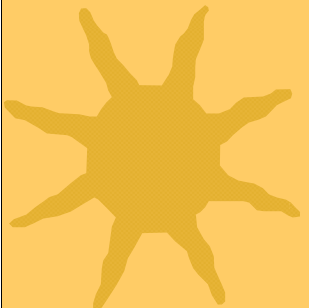
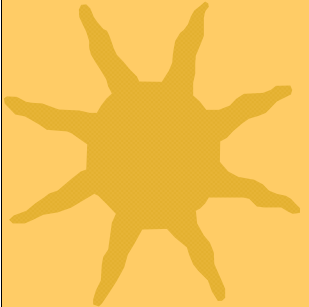
★ Take Responsibility for



Who is the Carer?

In a Hospital or Health Care Setting

- ★ Nurse
- ★ Doctor
- ★ Every Health Care worker including staff from the CEO to Cleaner





Random Research Results

- ★ Working in HC Setting does not mean a Nurse is health conscious (320 Nurses – of 120 – 69% high BMI)
- ★ Individuals join Hospitals to help it achieve its objectives and earn a salary – Gym, Aerobics started
- ★ The Degree of interaction between the individual and HC Setting contributes negatively or positively to its success, efficiency and effectiveness – Commenced discussion programmes
- ★ The Carer is a whole person within his/her environment and unique in every way.



Random Research Results - Continued

Obesity due to 3 factors

- ★ 1. Diet Related – High Carbohydrate intake
- ★ 2. Life Style – No exercise, sedentary work, eating habits, cultural styles
- ★ 3. Hereditary – 11%
- ★ 17 Nurses admitted to smoking



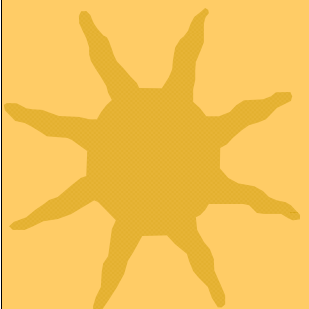
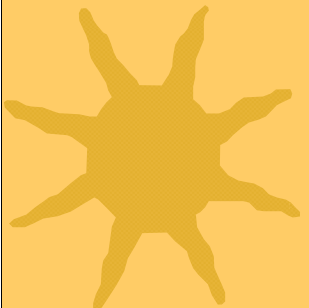
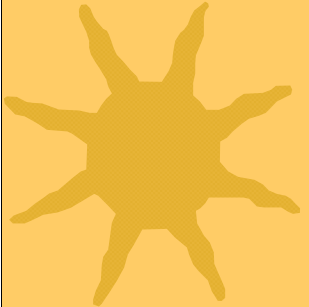
What did we do?

- ★ Created a more personal attitude to enable Nurses to take an increased interest and responsibility for their own well being
- ★ Health Promotion and wellness programmes commenced with emphasis on positive well being of person, family, community and ultimately the nation



Where do these Programmes Start?

- ★ On parent's laps
- ★ In crèches
- ★ In schools
- ★ In workplaces (absolutely necessary for interaction between the person, environment and the employer)





Pre-requisites for Acceptance

- ★ A tangible reason - Rewards, Own benefits
- ★ Knowledge on how it will benefit them
- ★ When, where and what action would have to be taken for desired effect – Staff Clinic, Meetings, Health Awareness Week, etc.
- ★ Being healthy means different things to different people or cultures – Recognize this
- ★ For the economically, disadvantaged, priority will be food, shelter and clothing



Pre-requisites for Acceptance Continued

- ★ To affluent, it will be overcoming stress, over eating and exercising
- ★ To children it would be love and affection of parents
- ★ To youth it would be designer clothes
- ★ To regular adults it would be competing with the Jones's



Structuring a Programme

- ★ Jointly constructing and communicating objectives – Our HIV Counseling and ARV Management Programme, Smoking Cessation
- ★ Identifying and assessing needs – Train Nurse Counselors especially for VCT
- ★ Identifying high risk employees
- ★ Identifying hazards and negative influences
- ★ Stop patronizing
- ★ Let it be employee generated and managed



Basic Requirements

- ★ Good listeners in Staff Clinic and EAP
- ★ Non judgmental and respectful of others
- ★ Trustworthy, confidential and able to keep secrets
- ★ Able to get on easily with others
- ★ Empathetic and committed to helping our Colleagues



Feedback and Implementation

- ★ Emotional and spiritual support – Prayer Groups, Aerobics Classes, Support Group
- ★ Psycho social counseling to help resolve problems – Dieticians, Psychologists
- ★ Practical advice and team building workshops
- ★ Passing on of skills and expertise – Success Stories, Information gathering and sharing
- ★ Provision of direction and guidance



Customer Pre-requisites

- ★ A desire to learn, change and help oneself
- ★ A commitment to join this struggle –
Apartheid, HIV/AIDS
- ★ A desire to serve others by exposing ones
negative experiences – Support Groups
- ★ Willingness to share painful experiences
and memories.



What was set up

- ★ Terms of reference to join the programme
- ★ Election of Coordinators
- ★ Year plan for Wellness
- ★ Annual Medical Examinations
- ★ Provision of Nicotine Patches
- ★ Weight Management Programmes
- ★ Canteen Committee set up



Formation of Support Groups

- ★ Abused women and child abuse
- ★ Diabetes and Hypertension Support Groups
- ★ Obtaining of grants/Maintenance
- ★ Stress and burnout Management
- ★ Lunch walks, Fun walks/runs
- ★ Team building/Conflict and Anger management workshops – Won an award



Sustaining the Programme

- ★ Run programme over work time, then somehow spread over half lunch, half work
- ★ Provide certificates of attendance
- ★ Provide incentives – Cinema tickets, flights
- ★ Run conferences, healthy tuck shops, music clubs, dance clubs etc.
- ★ Run breakfast sessions to raise funds
- ★ Include reps, EAP, IPC, OH&S etc.



Conclusion

- ★ Strains from caring for others are enormous
- ★ Challenges overwhelming
- ★ Capacity of health workers - Over stretched
- ★ Nurses are precious resources – Value them
- ★ Protect their well being and morale
- ★ Identify stresses and recommend strategies to overcome them

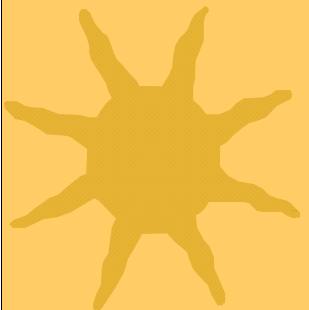
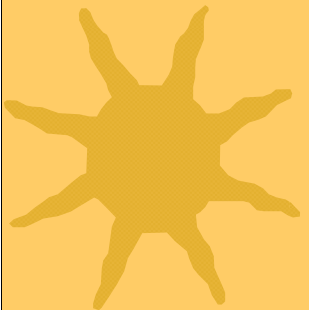
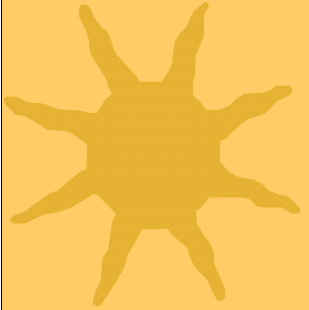


Results

- ★ 5 Nurses have stopped smoking completely
- ★ 72 nurses together have lost a total of 360 kg over a 3 year period
- ★ Decrease in Chronic Disease Management Costs (17 Nurses have gone off tablets)
- ★ More Nurses are coming in for Gynecological Assessments – PAP's
- ★ We have begun the journey!



Celebrate your Life



- ★ Its not what you wear that's tells others you're a star, it's the confidence you show and the brightness of your own personal style, not everyone can be “Twiggy”
- ★ Good luck in your Caring for the Carer Programmes in Support of Chronic Diseases
- ★ Love you all, Join McCord Site Group Tour on the 4th of July 2009 at 09:00 am.