

Nurses Association of New Brunswick

Awards Program



2006

Nurses Association of New Brunswick
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INTRODUCTION

The Nurses Association of New Brunswick (NANB) is keenly aware of the contributions made by current and former members of the profession. For this reason, during its early years as a professional organization, it sought to recognize nurses and members of the public who had made tangible contributions to nursing or to the health care system by awarding life and honorary memberships.

The first life memberships were handed out in 1955 to a group of nurses who were founding members of NANB. The first honorary membership was given in 1964.

Because life and honorary memberships focus primarily on contributions, achievements, and services over a span of time, the NANB introduced the "Awards of Merit" in 1991 as a way of valuing nurses' current. In 2001, the criteria was changed to specifically recognize the unique contributions of nurses in four specific areas: direct care, education, administration and research.

The Association Media Awards were introduced in 1994. They recognize media reports that foster a great public understanding of the New Brunswick health care system. These awards have generated a great deal of media interest and positive coverage in the province's newspapers, radio and television stations.

In 1996, NANB introduced the Excellence in Clinical Practice Award. The award is based on the premise that the clinical practice role is fundamental to nursing and that all other roles within the profession exist to maintain and support nursing practice. Since its inception, a cash prize has been tied to this award.

As a means of recognizing the efforts of allied health care groups and individuals who promote health and wellness, the Association created the Healthy Public Award in 1997.

In 2006, in an effort to recognize early contributions to the nursing profession, NANB introduced the Entry-level nurse achievement award.

HONORARY MEMBERSHIP

Purpose

Honorary memberships recognize distinguished services or valuable assistance to the nursing profession by a member of the public. Nominees may be persons who have played a leadership role within an allied health care group or a member of the public who has performed meritorious services on behalf of nurses and nursing.

Eligibility

- nominees may NOT be members of the Nurses Association of New Brunswick; and
- nominees must be nominated by two registered nurses.

Criteria

To qualify for an honorary membership, a nominee must provide anecdotal evidence of service to the profession and meet two of the following criteria:

- served on an NANB committee (for example, a committee dealing with the discipline process);
- served in an advisory capacity to NANB staff or the NANB board of directors;

EXCELLENCE IN CLINICAL PRACTICE AWARD

Purpose

NANB believes that the clinical practice role is fundamental to nursing and that all other roles within the profession exist to maintain and support nursing practice.

NANB has established a biennial award to honor a staff nurse providing direct care to clients in any nursing setting and who has made a significant contribution to nursing. The intent of this award is to foster excellence in clinical practice and to recognize nursing peers.

Eligibility

To be eligible for the excellence in clinical practice award, nominees must:

- be nurses currently registered in New Brunswick;
- be nurses working in front line positions who provide direct care to clients; and
- be nominated by two registered nurses and the nomination submitted to the appropriate NANB chapter.

Criteria

Please provide specific examples of how the nominee meets or exceeds each of the criteria listed below:

- demonstrates an expert level of competency in the delivery of nursing care;

Guidelines for submission of nominations for excellence in clinical practice award

1. a completed nomination form
2. nominations must include:
 - a) cover letter (see sample of letter)
 - b) anecdotal examples of criteria (see template for submission)
 - c) reference letter from 2 sponsors
 - d) reference letter from employer
 - e) letter from nominee
 - f) curriculum vitae
- a) cover letter from the nominator
- b) anecdotal examples of criteria. Refer to list of criteria and fill in the space provided. You may also use extra pages
- c) reference letters from sponsors. Refer to template letter

Primary sponsor: The primary sponsor shall be a nurse who is responsible for the submission of information. The primary sponsor will write a letter of reference as part of the submitted nomination and will be the contact person regarding the nomination. The primary sponsor should ensure that:

1. the completed nominations are submitted to the appropriate chapter president by the designated deadline;
2. each criterion is to be addressed as described under the criteria section;

3. the primary sponsor, if desired, presents supplementary documentation that demonstrates excellence, commitment and outstanding achievement of the individual being nominated (maximum three to five pages); and
4. all letters of reference are kept confidential.

Secondary sponsor: The secondary sponsor shall be a nurse who is responsible for providing a letter of reference. This may include personal qualities, initiatives/motivation and relationships with peers, clients, and professionals. To maintain confidentiality, the letter of reference should be submitted to the primary sponsor in a sealed envelope.

- d) **Employer:** The employer is responsible for providing a letter of reference. This may include an exposé on clinical excellence, individual contribution, working relationships and initiative. To maintain confidentiality, the letter of reference should be submitted to the primary sponsor in a sealed envelope.
- e) **Nominee:** The nominee is responsible for:
 1. providing a statement on "My philosophy of nursing and why I accept this nomination;"
 2. assisting the primary sponsor in acquiring necessary documentation; and
 3. providing curriculum vitae including job experience, education, professional development, special achievements, professional memberships, other activities, and publishing history.
- f) **Interview:** The selection committee may interview the candidate (teleconference) to seek clarification of information received or to acquire additional information.

SAMPLE LETTER

May 2, 2006

Nurses Association of New Brunswick
165 Regent St.
Fredericton, NB E3B 7B4

Dear Ms. -----:

It is a pleasure for me to submit the name of ----- for the Excellence in Clinical Practice Award. After you have had an opportunity to peruse her curriculum vitae, I am sure that you will concur with me that her outstanding contributions to the nursing profession and her exceptional dedication to the particular needs of patients and to the overall quality of nursing care make her an exceptional candidate for this award. She has been recognized on numerous occasions by her patients, her peers, and her employer.

Three particular professional achievements serve to demonstrate the breadth and scope of Ms. ----- commitment to client care and professionalism:

1. 1992 — undertook a study entitled "Putting Patients First." Clients rated health care and offered suggestion on improvement. A large number of patient suggestions were implemented and patient satisfaction rose from 62 % to 92%;
2. 1998 — developed and introduced a project called "Give Your Team an A +," aimed at team building. The project was so successful that it was introduced within other disciplines. As a result, she was voted employee of the year; and
3. 2003 — was instrumental in starting a New Brunswick chapter of the Consumer Association of Canada with particular emphasis on health care issues.

On reviewing her many other achievements, I hope that you will find merit where merit is due. Ms----- is a leader and innovator whose professionalism speaks out in all of her endeavours. She is most deserving of the Excellence in Clinical Practice Award for 2006.

Sincerely,

TEMPLATE FOR SUBMISSION

Personal qualities

- Excellent problem-solving skills
- Excellent leadership skills
- Excellent judgement
- Critical thinker
- Punctual
- Cordial
- Good listener

Education

- additional education and/or research that may demonstrate initiative. For example, as part of graduate research thesis investigated contributing factors in medication error and researched possible mechanisms to prevent such errors;
- won the president's outstanding achievement award;
- recognition by peers while undertaking undergraduate or graduate studies;
- invited to participate in research by faculty members; and
- any other significant activities that singles a person out as exceptional.

Relationship with peers and clients

- Testimonials by clients and/or peers which demonstrate how they value a personal or professional attribute;
- Examples of a nurse making a difference in client care or in team building; and
- Include personal letters of observation from supervisors.

Professional activities

- projects which demonstrate innovation in nursing;
- pioneering work in a specific area of nursing;
- participation in provincial and national interest groups;
- extracurricular activities in which nursing expertise is needed and valued (Third World projects, for example);
- member of institutional committee or professional association committees; and
- making presentation at workshops, national conferences etc.

Special projects

- volunteer activities;
- fundraising activities; and
- secondment to government or other department within an agency.

AWARDS OF MERIT

Purpose

The awards of merit recognize nurses from each of the four key areas of nursing who have made a unique contribution to the nursing profession and who demonstrate excellence in nursing practice.

Eligibility

Nominees must be active members of the NANB.

Guidelines for submission of nominations:

- nominees may be nominated by active members of NANB chapters, NANB interest groups and NANB board members.

Nominations must include the following:

- a copy of the nominee's curriculum vitae which includes work experience, education, professional development and other pertinent information; and
- a letter that describes how the nominee meets the award criteria.

Criteria

- One award will be given out in each of the categories of nursing practice, administration, education and research.

AWARD OF MERIT: ADMINISTRATION

Criteria

Please give specific examples how the nominee meets or exceeds the award criteria. The examples must indicate that the nominee provides first-line, middle or senior management in a health care setting.

1. demonstrates excellence in nursing management (for example, advocates for nursing in the health care setting),

2. contributes to the development and to the practice of nursing administration (for example, implementation of innovative management techniques),

3. exhibits a high degree of professionalism (for example, actively involved in professional activities), and

4. acts as a mentor to colleagues in the area of nursing administration.

AWARD OF MERIT: EDUCATION

Criteria

Please give specific examples of how the nominee meets or exceeds the award criteria. The examples may include educational situations in which the nominee was exemplified providing educational services to students, to colleagues or to clients and families.

1. demonstrates excellence in nursing education (for example, demonstrates effective use of innovative teaching methods),

2. contributes to the development of own specific area of teaching (for example, demonstrates innovation in curriculum changes or development),

3. exhibits a high degree of professionalism (for example, actively involved in professional activities), and

4. acts as a role model and mentor to students or colleagues.

ENTRY-LEVEL NURSE ACHIEVEMENT AWARD

Purpose

NANB believes in recognizing entry-level nurses for their early contribution in the nursing profession.

Eligibility

To be eligible for the entry-level achievement award, nominees must:

- be currently registered in New Brunswick;
- have entered the nursing profession by graduating from their nursing education program not more than 2 years prior to being nominated;
- have exceeded the expectations of their employers or nurse colleagues;
- indicate possibilities as an exceptional member of the nursing profession; and
- be employed in the area of clinical practice.

Criteria

Please provide specific examples of how the nominee meets or exceeds each of the criteria listed below:

1. provides individualized nursing care in a respectful and caring manner.

HEALTHY PUBLIC POLICY AWARD

Purpose

The Nurses Association of New Brunswick's healthy public policy award recognizes individuals or groups who foster a greater public understanding of the New Brunswick health care system. The objective of this award is to promote the advocacy role of individuals and groups in our health care system.

Eligibility

- nominees may be submitted directly by NANB members, members of the public, allied health care groups, or through recommendation of the NANB board of directors;
- the healthy public policy award is open to the general public (individuals and groups) who promote the health and well-being of New Brunswickers (for example, allied health care groups, individual persons, and politicians who are not members of the provincial or federal cabinet, and so forth); and
- submissions must be forwarded to: Nurses Association of New Brunswick, 165 Regent Street, Fredericton, NB E3B 7B4, no later than the last working day in January preceding a biennial meeting.

Criteria

- applicants must provide a letter of recommendation, including supporting documents, outlining specific activities, actions or undertakings (for example, newspaper clippings, audio or video materials or any other information to support the application) during the two years immediately preceding a biennial meeting; and

- applicants through insight and critical analysis, are able to advocate on behalf of a group or to foster an idea that promotes healthy public policy (for example, changing public policy or promoting the adoption of policies aimed at improving health).

MEDIA AWARDS

Purpose

The NANB media awards recognize media reports, broadcasts, and commentaries that promote a great public understanding of the New Brunswick health care system.

The awards recognize media reports for the following categories: print, radio, and television. The media award's chief aim is to encourage news reporting that informs and educates New Brunswickers about their health, the role of health organizations and the importance of health professionals.

Eligibility

- submission must be forwarded to: Media awards selection committee, Nurses Association of New Brunswick, 165 Regent Street, Fredericton, NB E3B 7B4, no later than the last working day in January preceding a biennial meeting;
- NANB media awards are open to newspapers, magazines, television and radio stations, wire services, news syndicates and their reporters. The competition is also open to freelance writer, videographers or broadcasters whose work has been published or broadcasted;
- entries may be submitted directly by journalists, reporters, media organizations or recommend to NANB by any NANB member or member of the public; and
- entries originally written, aired or produced in languages other than the two official languages are welcome. They must be accompanied by a translation in either French or English.

Restrictions

- the competition does not include health and health care publications, textbooks, video and audio productions primarily intended for health care provider audiences; and
- materials prepared by any member(s) of the Nurses Association of New Brunswick staff or other health-related associations staff are ineligible.

Criteria

The criteria for judging submissions in each category will be as follows:

- information value;

- originality;

- insight;

- critical analysis;

- impact;

- technical quality;

- presentation; and

- relevance.

PROCEDURE FOR SELECTION OF AWARD AND FREQUENCY

- submissions do not imply automatic endorsement by the NANB board of directors;
- a committee consisting of the president-elect and four regional directors will review submissions and make recommendations to the board of director's meeting;
- the deadline for submission of nominations (last working day in January); and
- awards will be presented at each biennial meeting of the NANB in odd numbered years.

NOMINATION FORM

Please ensure that you have submitted the following nomination form by prescribed deadline. Appropriate documentation must be submitted according to respective criteria for each award. Feel free to contact NANB if you require additional clarification or interpretation of the criteria or nomination form. This form may be duplicated as required.

- Life membership
- Honorary membership
- Excellence in clinical practice
- Award of merit
 - Nursing practice
 - Administration
 - Education
 - Research
- Entry-level nurse achievement award
- Healthy public policy award
- Media award

Nominee / Name:	
NANB registration number: (if applicable):	
Address: Street	
City	Postal code
Telephone: Res. ()	Bus. ()
Email:	
Employer:	Position:
Nominee signature:	

NOMINATOR # 1 (Primary contact person)

Nominee / Name:	
NANB registration number: (if applicable):	
Address: Street	
City	Postal code
Telephone: Res. ()	Bus. ()
Email:	
Employer:	Position:
Relationship to nominee (i.e. co-worker, supervisor, etc.)	
Nominee signature:	

NOMINATOR # 2

Nominee / Name:	
NANB registration number: (if applicable):	
Address: Street	
City	Postal code
Telephone: Res. ()	Bus. ()
Email:	
Employer:	Position:
Relationship to nominee (i.e. co-worker, supervisor, etc.)	
Nominee signature:	

- * Enclose a copy of the nominee's CV or resume
- * Refer to the specific award criteria