

70 Years of Occupational Health Nursing in Alberta AOHNA: 20th Anniversary 1977 - 1997

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1998

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INTRODUCTION

This Alberta Occupational Health Nurses Association's 20th Anniversary Commemorative Booklet is based on information collected from retired, honorary, active and associate members and from archived materials of the Association.

It is intended to mark the 20th Anniversary of the AOHNA by relating events of the past twenty years, while at the same time touching on the fifty years prior to the Association's formation on May 6th, 1977.

In essence, this booklet "begins" where the 1987 publication entitled *AOHNA: 50 Years In The Making* left off. It is the story of the contributions and accomplishments of AOHNA members. On its pages are bits of history and some contemporary reporting on where and how OHNs of today work and partake in lifelong learning.

With a 1998 province-wide membership of 240+ members plus a number of honorary members and retirees, the AOHNA is proud to move forward into the latter part of the 1990s and into the new millennium.

The Alberta Occupational Health Nurses Association is a shining example of what committed professionals can achieve as a group.

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ALBERTA
LABOUR

Office of the Minister

MESSAGE FROM THE MINISTER OF LABOUR

I am pleased to offer my congratulations to the Alberta Occupational Health Nurses Association on the occasion of their 20th anniversary.

Occupational health nurses play a vital role in the delivery of health and safety in Alberta workplaces. They represent that important link between the worker and our health system and they make sure that Alberta workers receive the care and quality treatment they require.

In addition to the role of care giver, the occupational health nurses of Alberta have made many significant contributions in the development of practice standards and quality assurance guidelines for their profession. Your Association's outstanding work in this area has led to the adoption of Alberta standards on a national basis.

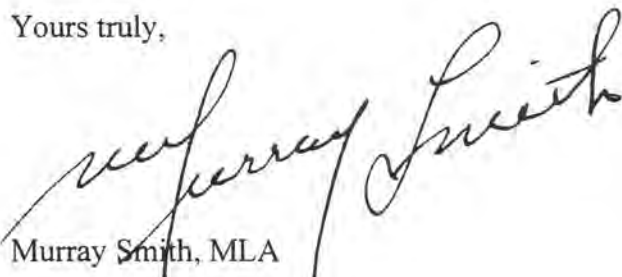
Your commitment to your profession is reflected in your participation in the on-going education and training of occupational health nurses. Your representation on both the advisory boards of Grant MacEwan Community College and the University of Alberta will ensure that future generations of Alberta workers will continue to benefit from the professional health services provided by your members.

Occupational nurses are a highly valued member of all workplace teams. Your contributions toward rehabilitation in early return-to-work programs are much appreciated by Alberta workers and employers. They benefit greatly from your members' overall expertise in health and safety, including preventative programs involving workplace health hazards.

Occupational health nurses are an important part of workplace safety in Alberta. It gives me great pleasure to extend congratulations to all the dedicated members of this profession.

Keep up the good work.

Yours truly,



Murray Smith, MLA



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EYNOTE ADDRESS: 1997 AOHNA CONFERENCE - 20TH ANNIVERSARY

The following keynote address was given by AOHNA Honorary Member and retiree Liz Dawson on June 2, 1997 at the 20th Anniversary Conference and Annual General Meeting held at the City Centre Campus of Grant MacEwan Community College in Edmonton.

The theme - *Moving Forward* - chosen for your conference is certainly "right on". At a time when the health care delivery system is in such turmoil, I think it's important that we slow down and celebrate the good things that have happened during the past twenty years and reflect on our successes as we prepare to face the future.

I sense that OHNs today have (in most part) attributes desired by all practising nurses. These include:

- an entrepreneurial approach to independent professional practice
- provision of primary health care and,
- a case management approach to care.

I want to talk about Association activities, the National scene, the Grant MacEwan Community College OHNC Program and "what's happened in the trenches". So let's rewind the tape and take a look at the past and how we've come to be where we are today.

Although I was asked to focus on the past twenty years of occupational health nursing, I want to take a few moments to acknowledge the work of many nurses who worked with a high level of commitment to improve the professionalism of occupational health nursing and "set the stage" for the 1977 formalization of the Constitution & Bylaws of the Alberta Occupational Health Nurses Association.

As early as 1945 (fifty-two years ago), a group of "industrial nurses" recognized the need for some kind of specialized education and so they began meeting collectively right here in Edmonton in the Worker's Compensation Board auditorium. One of the major objectives? To educate management to the value of preventative services. In Calgary, a group of five nurses formed a Calgary Industrial Nurses' group and held their first meeting at the WCB boardroom in 1953.

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The first national meeting was held forty-three years ago on June 1, 1954 in Banff in conjunction with the CNA Convention as a special session in part with the Alberta Public Health Association.

In September 1954 the first meeting of the Alberta Industrial Nurses Association was held. Jean Lee served as the first president. Two major goals dominated the 1950's and 1960's and into the 1970's: the need for OHNC educational programs and the need to appoint Provincial nurse and physician consultants.

For finances, rummage sales and bake sales were held to generate funds and most gatherings were retail and oil industry-specific or geographically based.

Forty years ago in Banff (from June 2nd to 4th, 1957), there was an OHN institute with Mary Louise Brown, a U.S. consultant and author. In the 1960's and 1970's the major drive of both Edmonton and Calgary groups was to "court" government, the University of Calgary, the University of Alberta, Grant MacEwan Community College and Mount Royal College for a formalized education program.

We must not forget the real pioneers of those times who were tenacious in their pursuit of excellence for occupational health nurses.

Now ... we'll jump ahead. The year is 1977. The Alberta Occupational Health Nurses Association is formally constituted as a special interest group of the Alberta Association of Registered Nurses. Ruby Meunier of Red Deer is the first president of the AOHNA.

The by-laws and constitution were amended in 1989, 1992 and 1994.

In 1977, two Alberta nurses successfully challenged the American Board of Occupational Health Nurses exams and could use the designation "COHN". It was also in 1977 that the OHNC Program was first offered on a full-time basis at GMCC in Edmonton. Also in 1977, a second provincial government consultant was appointed in the Calgary office - Joyce Cusack. Elizabeth Butler had been appointed as the first consultant in 1974. A third consultant, Sophie Mandryk, was appointed in 1978.

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1978 saw an ad hoc committee of the AOHNA appointed to publish the recommended role, qualifications and terms of employment for OHNs in Alberta. Committee members were Ruby Meunier, Marg Olsen and Bev Marshall with Betty Sellars and Yvonne Chapman serving as AARN resources. Recommended salaries were \$21,100 to \$36,900. These were revised in 1984 by Karen Clinker, Kathy Henny and Yolande Stubbs with a further update in 1988.

On the topic of salaries, I can remember in discussion with a College Program Advisory Committee member and employer, being told that "OHNs should be paid like doctors' office nurses because they didn't have to work shift"!!

At about that time the Hospitals Minister, Dave Russell, stated - and I quote: "industrial nurses and nurses employed in doctors' offices and nursing homes have less responsibility than hospital nurses and so should be paid less". He received a deluge of strongly-worded letters of rebuttal - one by Yvonne Fritz (who serves as an MLA) and is a graduate of the Calgary Class of Occupational Health Nursing.

In 1979 the Association was aware of the need to develop professional competency standards. An ad hoc committee was established to develop a system of self-appraisal. Membership included Marilyn Walker, Carol Hooks, Janet Clarke, Pat Ness, myself (Liz Dawson) and Betty Sellars as AARN resource. Meetings were held - not in a posh boardroom but at Pat Ness' home. To alleviate any chance of boredom, meetings were attended by Pat's two children Kelly and Cory, two dogs and one cat (or was it two cats and one dog?).

We argued long and debated hard over the choice of nearly every word of that document with final publication in 1982. The document was intended to assist each OHN to assess her/his own level of professional competence with the expectation that the results would guide AOHNA members in seeking appropriate professional growth activities. Several of us decided to write the American Certification Board exams - two exams of 3 hours each. All applicants had to write on the same date and at the same time across North America. We had enough applicants to have an exam site here in Edmonton at the Westin Hotel. One catch ... the exams were scheduled for the day of GMCC Convocation so the American Board of Occupational Health Nursing agreed to let us write beginning at 6 a.m. So we wrote between 6 and 9 a.m. and 10 a.m. and 1 p.m. We were all so frightened that we would fail and face total embarrassment.

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At the May 1981 Annual Meeting an initiative was begun to develop OHN Program or Service Standards. The committee included Joyce Cusack, Marilyn Siewert, Marilyn Walker, Bev Marshall and Irene Turner. Their intense work culminated in 1983 with the publication of the structure, process and outcomes of Program Standards with the intent that they could be used to communicate to managers, workers, unions and other consumers - the services provided by the OHN.

Over the years the Association's Chapters have focused on educational opportunities and promoting excellence in occupational health nursing for the betterment of worker health. Another important aspect of Association activity at the chapter level has been collegial support and the forging of lifetime friendships. Annual Meetings were held in conjunction with the AARN Convention.

Many letters and position papers have been written by the AOHNA addressing issues such as

- proposed changes in government legislation relevant to occupational health
- clarifying the role of occupational health nurses
- confidentiality of medical records in occupational health where services were closed
- paramedic/nurse relationships
- mandatory drug testing

Then Alberta Government Minister Jim Dinning's response to the issue of downsizing consultant services was that "with so many OHNC graduates from the College from the Edmonton and Calgary Programs now working in the private sector - industry was in a better position to take more responsibility for occupational health". More recently issues have included health care reform and independent practice in nursing.

On reflection there are perhaps four major themes that capture the main activities or thrust of the Alberta Occupational Health Nurses Association. I see these to be:

- an undaunted quest for education - both formalized and continuing professional growth opportunities
- a recognition of the need to set and maintain high professional practice standards

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- never-ending attempts to educate employers, government and the public - anyone who would listen - of the value of preventative occupational health in the workplace
- evidence of a high level of dedication/commitment and collegial mutual support

I have deliberately not mentioned many names but there are several people here this morning who have served the Association long and well - you know them as well (or even better than I do). Names that come to mind: Carole Hunter, Pat Ness, Agnes Murrin, Marjie Garner and Marion Johnstone and many, many more of you too numerous to mention.

As you all know, in many cases OHNs work alone - or certainly out of the mainstream of health care delivery - seldom receiving recognition. An initiative taken by the Association has allowed several members to be granted recognition for their exemplary service.

The impetus for these awards was provided by Sophie Mandryk who established an award system in memory of her parents. The Ruptash-Mandryk award system is administered by the Association and serves to grant recognition to deserving members - a wonderful tribute to Sophie's parents.

Paralleling the activity of our provincial Association, our Ontario counterparts - the Ontario Occupational Health Nurses Association (OOHNA) - received a large grant of lottery money in 1980 and set about to establish an Ontario certification process that would enable Ontario OHN's to become certified based on years of experience, a certain number of hours of continuing or in-service education and references.

We in the west (particularly Alberta) were astounded and afraid that the credibility and integrity of our educational program credentials would be seriously threatened. We lobbied very aggressively to have the OOHNA leaders expand their efforts and mandate to include all of Canada. These discussions and debate occurred during the early 1980's. With success and considerable effort, the eventual Canadian Certified Occupational Health Nurse designation was first granted in 1984. With financial support from the AOHNA, several of our members have served as certification exam question writers. The certification process was the first sanctioned by the Canadian Nurses Association (CNA) for a specialty group. Ginette Rodger was the Executive Director of CNA at the time and was very helpful in making the certification a reality.

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On an informal basis, OHNs across Canada had been meeting since 1980 - in most cases at the same time as OOHNA's Annual Meeting & Conference. Our own Carole Hunter was heavily involved in the evolution of this organization. In 1990 the two national organizations, the one granting certification (The Canadian Council for OHN Inc.) and the one just mentioned (the National Association of Occupational Health Nurses) were locked in a competitive combat zone.

I well remember a day in September 1990 when Carole Hunter persuaded me to facilitate a meeting of the executives of the two organizations to try and hammer out a collaborative agreement to join forces under the umbrella of the CNA. That was one of my most memorable challenges.

The Alberta Association's twenty year history is closely associated with Grant MacEwan Community College's OHNC Program. In 1976, nine members of the first class had graduated. They were all working in OHN positions and attended classes on weekends and in the evening. The first full-time students entered the program in 1977. The Association has always been well represented on the Program Advisory Committee.

In those early years, tuition was \$12.50 per credit. Curriculum was being developed as the program was offered. Lots of heated debate about content - a never-ending debate was the inclusion of St. John Ambulance Advanced First Aid. We wrestled with should it be a pre-requisite for admission to the Program or should it constitute part of the program for credit? The first few years Advanced First Aid was part of the Program - I took the advanced level along with the students. A funny thing happened - we all hated the instructors and felt intimidated by their style of teaching. We were all very apprehensive as we neared exam time. I'll never forget the final practical exam - on a Saturday at the Millwoods Campus. As we gathered we noticed a horrible smell - thinking someone's anxiety level had created an problem accident for someone. As we approached the classroom we rounded the corner on the third floor only to find a dead horse on the floor being dissected by the equine studies students!

The Program curriculum was, in most part, based on a competency analysis of OH nursing as determined by practitioners in the field. A group of eleven OHNs representing varied worksites and geographical regions of the province developed the original competency profile. I think two of the participants are here today - Carole Hunter and Susan Ens. The profile was distributed to 220 OHNs throughout the province for validation.

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Competency-based education was in vogue in those days and so an attempt was made to incorporate all areas of competence into the curriculum.

Other controversy regarding curriculum centered around university transferability, inclusion of English as a requirement, inclusion of two elective courses, inclusion of Physical Assessment, and inclusion of Management, Research, and Human Relations as separate courses.

Over the years many changes have been made - one strength of the College system is the requirement of a Program Advisory Committee with the intent to ensure relevancy of curriculum and methodologies. The Program served as a model for several others across Canada.

Beginning in the early 1970's, the Calgary Chapter of the AOHNA mounted a vigorous campaign to have the Program offered in Calgary. They achieved their goal with the first class offered on a part-time basis at Mount Royal College from 1981 to 1983. Two later classes were offered using facilities at the Southern Alberta Institute of Technology (SAIT).

By the mid 1980's the government was convinced to provide the dollars to redevelop the program for distance delivery as the Program is known today ... an extremely labour intensive and demanding project. Pat Ness, who had been in that first 1977 full-time class - joined the College faculty and spearheaded the re-development. To make such a change challenged nearly every one of the College's systems and policies and procedures. Pat was and is a true master at her craft and gained the respect of the College community in pushing the boundaries of nearly every facet of the College. Preparing the route was Gerri Nakonechny who had guided the development of the Gerontological Nursing Program and the Refresher Program with similar methods.

Several people have taught in the Program since 1977. To name a few - Marilyn Walker, Carole Hooks, Pat Ness (who wins the award as "matriarch"), David Gibson, Peter Bulloch, Sophie Mandryk, Joyce Cusack, Elizabeth Butler, Bernice Doyle, Sharon Chadwick, Sue Rubenstein, Georgina Fish, Pat Pickets, Brian Alleyne — and I know I've missed some.

If you can think back on your years of occupational health nursing - and some of you can reflect on twenty plus years - what would you say makes the best OHN? Knowledge, being a good communicator, a risk taker, sound relationship building skills?

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There's something - very difficult to define - that goes beyond all the technical or professional competence and theoretical knowledge in the world. There are a few guiding principles that I think have guided several of us - a few of my favorites and hopefully ones that you can relate to:

IT'S OFTEN EASIER TO OBTAIN FORGIVENESS THAN TO BE GRANTED PERMISSION

IT'S EASIER TO ACT YOUR WAY INTO A NEW WAY OF THINKING THAN TO THINK YOUR WAY INTO A NEW WAY OF ACTING

HORSE SENSE: THE GOOD JUDGMENT HORSES HAVE THAT PREVENTS THEM FROM BETTING ON PEOPLE

If I was rewriting curriculum for an effective OHN, I'd say that we have to ensure that when students graduate they must have vision, positive intention, God-like tolerance for ambiguity, courage, profound business sense and social concern.

What do you think of as major changes or trends in delivery of OHN during the past twenty years? Take a few moments - write your ideas down and we'll share it later. I would think that these would apply to some of you in varying degrees:

Twenty years ago ...

- few, if any, standards
- ill defined role
- treatments
- typing, filling out time sheets
- starched white uniform with a sign "Mrs. Jones" on your desk
- "First Aid" sign or "Medical Office" sign your front door
- "hand maiden" role

Our roles were gradually expanded and progressed to some type of pre-placement screening - attempt at a worker/job fit. We tried to get some base line data on workers. I can still remember an OHN saying "we still can't make referrals because we are not doctors" - it took a long time to break away from the "hand maiden" image. We began creating profiles for each worker. There was a high level of ambiguity within the occupational health team: hygienists, physicians, safety officers, environmental health officers, employee assistant counsellors, sociologists - all "got in the picture" - some jostling and competition occurred to establish who was "king or queen" of the castle.

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Compliance with safety regs was often based on fear. Nurses often reported to safety officers. Now, in this severe economic downturn - what's the bottom line? To demonstrate cost effectiveness of service! The team has to pull together for survival. Competition had to be replaced with collaboration and it was no longer a viability for any perceived "frills". There is much more outsourcing of select services for economic feasibility. I know that some of you are now fully involved in providing these contracted services.

Reducing absenteeism and improving productivity is what really matters. The basic question is: "are employees being treated fairly?". There is zero tolerance for sexual harassment. Return-to-work and rehabilitation programs are now big business in Canada. We hear increasingly about building alliances within the company and outside the company. Another change is the number of women in senior positions — seeing the downturn in the economy as opportunity for change (human resources, hygiene and staff development).

As job-related health and safety risks are controlled and decreased we need to be reminded that we're dealing with healthy people - we need to convince management of the value of healthy, productive workers and then convince workers to accept more self-responsibility for their health status.

While we were experiencing these changes in occupational health nursing, the whole world of work has been changing at a rapid pace. The corporate climate or context in which we work is not like it was twenty years ago. No way! Many of us survived or lived though it ... and all have war stories.

- Mission statements
- strategic plans/business plans
- team building - flattening the organization
- change management
- MBO (management by objectives)
- critical thinking
- total quality management
- value revolution
- re-engineering

I think I've said enough about what we've lived through. It's the Association's 20th Birthday and the Association is really the members — all of you — and we're here to celebrate!

I want to leave you with some wishes on this Birthday.

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I wish you good health - both physical and emotional so that you can fulfil your life's dreams.

I wish you happiness - laughter is good medicine - and the strength and courage to meet the challenges of sadness and concerns.

I wish you prosperity - to be able to enjoy a secure future.

I wish you a wide circle of friends - for friendship has to be one of the most valuable commodities.

I wish you tolerance - for the ambiguity that surrounds so many aspects of our lives and of course intolerance for unfair treatment, pettiness and arrogance in others.

Lastly I wish you God's blessings on your work, your family and most of all - yourselves.

Thanks for listening.

P.S. There'll be no exam.

Liz Dawson retired from an outstanding career in occupational health nursing in 1994. At the time of her retirement, she was Dean of Health & Community Studies at Grant MacEwan Community College in Edmonton.

She was named an honorary member of AOHNA in 1997. Her list of other honours include being named "Nurse of the Year" at the AARN 66th Annual Conference, serving as a Director of the Canadian Council of Occupational Health Nurses (1983) and she received the Meritorious Service Award from the Occupational Medical Association of Canada (OMAC) - the first nurse to have ever been awarded such an honour.

Liz served as AOHNA Provincial Executive President in 1980/1981. She was active nationally and internationally in promoting occupational health nursing education and in developing a certification program for occupational health nurses.

Dateline: 1981 to 1983

An example of true commitment by four Central Chapter members: Central Alberta occupational health nurses Fran Lees, Marion Boon, Evelyn Kusmire and Mary Reynolds travelled to Calgary each and every week (excepting during July and August) as students of the OHNC Program. Classes were taught at both the Southern Alberta Institute of Technology and at Mount Royal College. These four AOHNA members graduated in the spring of 1983 with their certificates and much-deserved praise for their "many miles travelled"!

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OCUS ON THE PAST DECADE: 1987 - 1997

PROVINCIAL UPDATE: 1987 TO 1997

- ◆ clearly defined goals and objectives set each year including 1997's:
 - *to provide a support system and resources network for occupational health nurses through regular meetings, special events, newsletters and membership rosters*
 - *to provide continuing education opportunities that will contribute to the growth of knowledge in occupational health nursing*
 - *to develop a higher profile for occupational health nursing through liaison with other professional and community groups*
 - *to facilitate awareness and active involvement in issues relating to occupational health nursing*
 - *to promote high standards in occupational health nursing practices and thus minimize work-related illness and injury in Alberta*
- ◆ successful Annual General Meetings and Conferences held each spring
- ◆ tremendous contributions by executive members who met regularly throughout their term to conduct AOHNA provincial business (Chapter Representatives attended these meetings)
- ◆ production and distribution of two newsletters annually
- ◆ production of Annual Report
- ◆ representation on COHNA (Canadian Occupational Health Nurses Association)
- ◆ links with Alberta Association of Registered Nurses (AARN) to provide occupational health nursing perspective on nursing issues
- ◆ regular attendance at Special Interest Group Sessions with the AARN
- ◆ representation on NAOHN/ANIIST (National Association of Occupational Health Nurses/Association Nationale des Infirmières et Infirmiers en Sante du Travail)

- ◆ coordination of various publications (including guidelines, standards, policies & procedures etc.)
- ◆ liaison with the AARN and government to address issues relating to potential changes in legislation
- ◆ education funding was made available to OHN members
- ◆ chapters provided opportunities for members to gain continuing education credits by offering regular meetings/lecture series
- ◆ Provincial Executive supported advancement of research activities by the AOHNA membership with an annual research grant
- ◆ 1987: members of the AOHNA celebrated their first ten years as an association and booklet entitled *AOHNA: 50 Years In The Making* was published to mark the tenth anniversary
- ◆ 1987: Provincial Travel Grant recipient Ruby Dyberg attended the Ontario Occupational Health Nurses Association Conference & Workshop in Ottawa from October 19 to 23, 1987
- ◆ as each new Provincial Executive was sworn in, the out-going President handed the gavel to the new President; this has been a tradition for many years
- ◆ 1990: the Heritage Grant Board awarded funds to AOHNA to develop and design two portable display booths, graphics and handouts for promotional purposes. The purpose of the displays was to raise awareness of occupational health nursing and to promote occupational health. They were made available to any AOHNA member across the province (one stored in Calgary/one in Edmonton). Staffed by member volunteers, the displays have been showcased during the annual AARN Convention, Nursing Week, the Safety at Work Trade Show, Canadian Occupational Health & Safety Week, Red Deer Public Health Convention, health fairs, Petroleum Industry Annual Safety Seminars plus others including AOHNA's own Annual General Meeting and Conference
- ◆ 1995: the Alberta Occupational Health Nurses Association was officially incorporated and administration, management and future expansion of Ruptash-Mandryk Awards became the responsibility of Provincial Executive
- ◆ 1993: AOHNA financial assistance to Anne Szabo for trip to the International Congress on Occupational Health (ICOH) in Nice, France
- ◆ 1997: web site designing began

SOUTH CHAPTER UPDATE: 1987 TO 1997

Although the South Chapter was a small membership in terms of numbers, during the AOHNA's second decade, they proved themselves to be a viable group of committed and dedicated members. They continued to participate and promote a high standard of occupational health in their work areas. There were 9 members in 1987 and 8 members in 1997 and several honorary members. Two members retired during the decade and Molly Wilson passed away in 1995.

Chapter meetings were held quarterly providing South Chapter members with updates on provincial happenings and allowing for information sharing and networking. Guest speakers and educational sessions were also offered.

Members set up the AOHNA display in local malls, increasing visibility of the Association. As well, they participated in health fairs with the display. Both the mall displays and health fair displays coincided with the Annual Nurses Week and Occupational Health & Safety Week.

Accomplishments by members included Donna Karl starting her own business in 1988, Susan Ens receiving her Canadian Certificate in Occupational Health Nursing, Lynn Lambert writing and passing her CCOHN exam and Donna Karl and Barb Colbeck successfully completing the OHN Certificate Program.

The South Chapter had members on Provincial committees such as Confidentiality and helped work on the Policies and Procedures for the use of the Association name, logo and initials.

SOUTH CENTRAL CHAPTER UPDATE: 1987 TO 1997

It was indeed a busy decade for members of the AOHNA South Central Chapter in many respects. They produced two history booklets: *AOHNA: Calgary Chapter 1953-1988* (produced in 1989) and *AOHNA: South Central (Calgary) Chapter 1988-1995* (produced in 1996).

During the decade, many members changed positions in the workforce, taking on new challenges. Several members wrote COHN(C) exams and members Lynn Rogers and Dianne Dyck completed their Masters Degree.

Annual educational themes for the chapter ranged from topics such as "Workplace Issues" to "Wellness In The Workplace". Guest speakers presented an array of topics (confidentiality, managed rehabilitation etc.). Members continued their support for an increase in educational opportunities for OHNs. Several educational seminars were hosted and included topics such as "Health Education for the Occupational Nurse". Sessions were well attended by members. Also held were regular social events and get-togethers.

The South Central Chapter successfully hosted AOHNA Conferences and Annual General Meetings in 1988, 1990 (with assistance from the Central Chapter), 1992, 1994, 1996 and is the host for the current 1998 event.

The AOHNA display was utilized at the National Conference on the Challenge of Health & Safety, the Petroleum Industry Safety Seminar, Calgary Career Fair plus at other events and in other locations. A number of Chapter members accessed the display for their company health fairs.

Chronologically, the year 1988 was an extremely busy one. Besides members celebrating the thirty-fifth anniversary of the "Calgary Chapter" (Alberta Industrial Nurses Association and Alberta Occupational Health Nurses Association years combined), it was the 1988 Olympic Games in Calgary. Participants from the chapter included the following member volunteers who gave generously of their time and expertise: Agnes Murrin, Judy Barley, Bobbi Furneaux, Betty Tobias, Melba Danielson, Leilahni (Lahni) Thompson, Jean Morrison, Nan Graham, Darlene Hilts, Lorraine Kaminski, Marilyn Siewart, Diana Earl, Rosemary Bishop and Meredith Martin.

In 1990, member Melinda Taft won the Provincial Logo Contest for AOHNA stickers. 1993 was also a very busy year with the South Central Chapter deciding to sort and store their records in the AARN Archives in Edmonton. As well, members celebrated the fortieth anniversary of the "Calgary Chapter" (Alberta Industrial Nurses Association and Alberta Occupational Health Nurses Association years combined) with several special events.

Also in 1993, chapter members were extremely active in terms of advocacy with the threat of closure of the Grace Hospital and Women's Resource Centre. Unfortunately, both facilities were closed in March 1996. The *Calgary Herald* (in the Workplace Section) featured an article entitled *Nurses Not Immune From Industry's Ills*; several South Central Chapter members were interviewed for the article.

Many members of the South Central Chapter served on the Provincial Executive of the AOHNA during the decade. Several members were recipients of Ruptash-Mandryk Awards.

1997/98 membership for the South Central Chapter stood at 109 active and associate members plus a number of honorary members.

CENTRAL CHAPTER UPDATE: 1987 TO 1997

As small in membership numbers as the Central Chapter was during the last ten years (currently at 13 members), they were extremely active and made various contributions. Chapter membership also included some honorary members.

Support amongst members meant that help was only a telephone call or video away. Regular meetings plus socials at Christmas and in the spring-time were opportunities for sharing and networking.

Several chapter members volunteered their time and expertise at the 1988 Alberta Winter Games held in Red Deer.

Some of the members of the chapter served on the Provincial Executive. In 1990 the Central Chapter assisted the South Chapter with the 1990 Conference and Annual General Meeting.

Central Chapter members assisted with a variety of committees including Confidentiality, Roles & Responsibilities and the Code of Ethics for OHNs.

A successful workshop was held in October 1997. Many attendees from AOHNA provincial membership benefited from the presentation by Linda Goode: *"What Do You Mean I Have To Be A Consultant?"*.

Currently, a Central Chapter display board is being coordinated. The City of Red Deer was once again the host of the 1998 Alberta Winter Games (as it had been a decade before) and two Central Chapter members (Deb Neary and Fran Lees) volunteered their time and expertise.

NORTH CENTRAL CHAPTER UPDATE: 1987 TO 1997

During the past decade, the North Central Chapter continued to promote increased membership and active participation in Association activities.

Between 1989 and 1993, North Central Chapter members working in the geographic locale of Fort McMurray and area, established the AOHNA North Chapter. Quarterly meetings were held as were workshops and social events. A Public Relations Committee was formed and the Chapter responded to the Ambulance Services Draft Regulation. After five years of operation, the Chapter dissolved and members re-joined the North Central Chapter.

The North Central Chapter successfully hosted AOHNA Conferences and Annual General Meetings in 1987, 1989, 1991, 1993, 1995 and 1997. The 1997 event was extremely special in that it marked the Association's 20th Anniversary.

In 1995/96 a research grant was developed within the North Central Chapter by Dr. Lynn Skillen. Dr. Skillen was also part of a provincial group which developed a similar grant for members embarking on a research project.

Chapter members promoted nursing and occupational health nursing by participating with displays at functions during Nurses Week (mall displays, City Hall displays) and at career days.

During 1993/94 members within the chapter were involved in developing Practice Standards (Louise Giacomazzi, Sharon Chadwick, Pat Ness, Pat Bayliss and Norma McDougal). Other members served on the exam question team for National Certification Exams (during 1994 and 1995; Pat Bayliss and Carole Hunter). Members were also represented on the National Infection Control Committee (JoAnne Seglie), AARN Professional Conduct Committee (Sharon French) and the North American Occupational Safety and Health Week Committee, to name several.

Members Sharon Chadwick, Anne Szabo and Maxine Cole attended the International Congress of Occupational Health Nursing in 1996 (Sweden), 1995 (France) and 1990 (Montreal) respectively.

Members also have held or currently hold advisory positions for the International Nursing Congress and on the Advisory Board of Grant MacEwan Community College for the OHN Certificate Program (Anne Szabo, Pat Bayliss and Carole Hunter). Many members provide practicum for students of the program. Members have also been involved as instructors/program director for the OHN Program.

Regular monthly meetings were held at which not only business was discussed but educational topics were presented by colleagues or other providers on a wide variety of related issues. Chapter members also enjoyed social events during the year.

Many members of the North Central Chapter served on the Provincial Executive of the AOHNA during the decade. Several members were recipients of Ruptash-Mandryk Awards.

1997/98 membership for the North Central Chapter stood at 113 active and associate members plus a number of honorary members.

H

ISTORICAL PERSPECTIVE: OCCUPATIONAL HEALTH NURSING IN ALBERTA

Well before the date of "May 6, 1977" was officially recorded in the history books as the beginning of the Alberta Occupational Health Nurses Association (as a special interest group of the AARN), the roots of the field of occupational health nursing had taken hold in the Province of Alberta.

Historical data about occupational health nursing can be found in the pages of the AOHNA booklet entitled *AOHNA: 50 Years In The Making* (published in 1987), in the book *A History of The Alberta Occupational Health Society* (by Reg Ferguson, 1994) and some references to occupational health nursing history are incorporated into *Heritage of Service*, a book written in 1966 by Tony Cashman.

Four individuals - Dr. Rodney May, Elizabeth Butler, Joyce Cusack and Sophie Mandryk - are considered "pioneers" of not only the field of occupational health nursing but part of the "roots" of OHN education and certification. They were all actively involved in some capacity or another with groups such as The Alberta Industrial Nurses' Association, The Alberta Occupational Health Society and the Alberta Occupational Health Nurses Association. Following are recollections and stories of their challenges and commitment to growth within the field of occupational health nursing in the Province.

DR. RODNEY MAY

Dr. Rodney May, a graduate of the University of London and a certified specialist in occupational medicine, arrived in Alberta in the late 1960's and became Director of the Alberta Government's Industrial Health Services Division. Dr. May discovered that, throughout the province, there were physicians with part-time interests in occupational health and others with some involvement in occupational medicine - but that there was no general contact between these professionals nor an association to which they could belong. He further discovered that there was very little occupational health content in the undergraduate medical program nor a certification program for occupational health nurses in Alberta nor in Canada.

The concept of the formation of an association to bring together people representing the disciplines of agricultural, industry, family practice, nurses and hygienists formed in Dr. May's mind. The founding meeting of the Alberta Occupational Health Society was in April 1972. The Society's mission? To promote the study of health problems relating to occupations, to encourage the development of systems and practices which would conserve and improve the health of workers and to develop education and training programs for those involved in any form of occupational health practice. The goal was to increase awareness amongst man-

agement, labour and the general public of health in the workplace. Of these objectives of the Society, one stood out: developing educational and training programs for those involved in any form of occupational health practice.

Many registered nurses who were taking up jobs in industry joined the Society. Dr. May quickly recognized the frustration of these nurses ... in order to obtain an occupational health nursing diploma in the early 1970's, a nurse had to go to Britain or the U.S.

The first link in the chain was when Dr. May persuaded the Government of Alberta to create a position for an occupational health nurse consultant. Elizabeth Butler, an experienced occupational health nurse, trained and certified in Britain, was hired in early 1973. There were now two occupational health professionals striving to reach the goal of occupational health nursing education in Alberta.

Ms. Butler's position with the provincial government took her to a multitude of plants and worksites and gave her the opportunity to speak with many industrial nurses. All those whom she came in contact with were supportive of her and Dr. May's quest for education and training right here in Alberta.

During 1972 and 1973, Dr. May lobbied extensively to get the program started. The Department of Advanced Education approved the project but the program was rejected by the University of Alberta and Mount Royal College, although interested, found it impractical on account of its impending move to a new campus.

However, the brand new Grant MacEwan Community College agreed to establish the program in September 1973 as a part-time program taught in the evenings and on the weekends. It was a very busy first (and second, and third and fourth!) year. Students had full time jobs as did the instructors. The students were a dedicated group and were instructed by Dr. May, Elizabeth Butler, Keith Smith, Herb Buchwald, Dave Gibson and John Wetherill. They were later joined by Joyce Cusack, one of three nurses who went to Britain to obtain certification in occupational health nursing. Elizabeth Butler and Joyce Cusack both recall that, as instructors, they were "writing the curriculum just hours before teaching classes!". Although based on the course offered in Britain, the GMCC course had to be altered so that it suited Alberta's legislation, standards and needs.

The first group of eight OHNC's graduated from the program in 1976. Since then, the program has evolved into a distance learning delivery format. It has grown and flourished and accepts not only students from Alberta but those from other provinces.

Dr. Rodney May served on the executive of The Alberta Occupational Health Society, became its first President and received the Society's Herman Siemens Memorial Award for high merit in his performance and achievement in the field of occupational health. He moved to Nova Scotia in 1974 as Director of Occupational Health and later became Deputy Minister for Occupational Health in Ontario Labour.

ELIZABETH BUTLER

Graduating in 1953 as a State Registered Nurse in the United Kingdom, Ms. Butler worked in the nursing profession for several years and then sought out additional training. She graduated with her Occupational Health Nursing Certificate in 1959.

Her career in occupational health nursing after immigrating to Alberta encompassed many aspects. In early 1973 she was hired as the first Alberta Government occupational nursing consultant. Her job entailed visiting Alberta industry worksites and acting as a resource on all aspects of occupational health including programs, record keeping, new equipment and treatments etc. The job

responsibilities grew and expanded over the next several years so two new consultants - Joyce Cusack and Sophie Mandryk - came on staff in 1977 and 1978 respectively.

In addition to her extremely busy position as a provincial occupational health nursing consultant, Ms. Butler was heavily involved in the design and planning of the content of the Grant MacEwan Community College Occupational Health Nursing Certificate Program. As one of the instructors to the first class, she recalls the dedication of one student in particular: Audrey Swinton. Ms. Butler was delighted when Audrey received the award for top marks.

Ms. Butler was also instrumental in the formation of the Alberta Occupational Health Nurses Association in 1977 and continues as an active member. She has been active provincially and in the North Central Chapter. Her message to today's OHNs: to keep their curiosity "alive" and to "keep learning".

Elizabeth Butler served as Director (1974 and 1975) and as President (1977) of The Alberta Occupational Health Society. In 1979 she was the recipient of the Society's Herman Siemens Memorial Award - given to those persons achieving the highest involvement in occupational health in the province. One decade later, she was honored as the recipient of the AOHNA Ruptash-Mandryk Award for "Nurse of The Year". Ms. Butler is currently a part-time employee of Alberta Power Limited (Health & Safety) and continues to teach the Introductory Course to students enrolled at GMCC in the OHNC Program.

JOYCE CUSACK

Indeed, Joyce Cusack's nursing career was an interesting one - one which spanned from her graduation with the nursing class of 1955 at the Calgary General to her retirement several years ago.

Her nursing experience ranged from working in a Calgary hospital (her first job) to a TB Hospital in Hawaii and onto working at the Charles Camsell Hospital in Edmonton. Mrs. Cusack moved east for several years and practiced general nursing. Upon returning to Calgary, she applied and was selected for the position of Occupational Nurse at Gulf Oil. She shared that it was "pretty isolated" as an industrial nurse back then but she was so grateful for her mentor who was just down the road ... Pat Shelton, the Occupational Health Nurse at Mobil Oil. Pat was one of the first nurses as a liaison with the AARN for AOHNA and continued in that role for several years. She was on the Program Advisory Committee at GMCC as well as President of the AOHNA South Central Chapter for several terms.

In 1974 and 1975, Joyce Cusack aspired to obtain her OHN certification and travelled to England to the Royal College of Nursing in London to do so. Two other Alberta nurses also went to Britain - Joey Stewart and Dorothy Smith. When Joyce Cusack arrived back in Alberta following her graduation, she became Supervisor of the Occupational Health Unit for the City of Calgary. Mrs. Cusack was then appointed as a provincial occupational health nursing consultant for the Alberta Government (working with Elizabeth Butler) where she concentrated on industries from Red Deer south. Joyce Cusack was also one of the instructors of the GMCC students - she had to drive up from Calgary every second weekend to teach.

Mrs. Cusack was an active member of The Alberta Occupational Health Society and served as President in 1978. She is one of the charter members of the Alberta Occupational Health Nurses Association.

Her message to new OHN's in the field? Before joining industry, have a few years in a hospital setting ... because of the isolation often experienced as an occupational health nurse, years in a hospital setting can provide a good solid

background and confidence - assets invaluable to an OHN.

Mrs. Cusack was active in the South Central Chapter of AOHNA. She was the recipient of The Alberta Occupational Health Society Herman Siemens Memorial Award for achieving the highest level of involvement in occupational health in the province in 1984 and of the AOHNA Ruptash-Mandryk Award for "Nurse of the Year" in 1987. Mrs. Cusack was named as an honorary member of the AOHNA in 1994.

SOPHIE MANDRYK

Sophie Mandryk didn't start out with career aspirations of being an occupational health nurse when she graduated from the Edmonton General in 1955. In fact, her first job took her right out of the country - to a public health office in Tacoma, Washington.

Upon her return to Edmonton she did some private duty nursing and one of her clients was the wife of the manager of Swifts Canada. There was an opening at the Swifts Canada medical office ... would she be interested in the position? Sophie Mandryk shared that at the time she didn't have a "clue" about occupational health nursing but thought the job "would be good experience!".

The concept of occupational health nursing was somewhat unique in the late 1950's but all the meat packing plants did have OHN's on the medical staff as did a few of the major department stores and oil companies. Two of the medical consultants at Swifts Canada were her mentors and she virtually "learned on the job".

The four meat packing plants in Edmonton were very progressive in those days in that the safety coordinators and medical staff of each company met regularly to exchange and share ideas.

With a quest to obtain further education and certification, Sophie Mandryk was one of the original graduating class of Grant MacEwan Community College's OHNC Program in 1976. She did some part-time teaching at the College in the following years.

In 1978, she was hired as the third provincial occupational health nursing consultant, joining Elizabeth Butler and Joyce Cusack. With Alberta industries growing rapidly, the workload of the three provincial consultants increased to encompass more than checking on policies and procedures and answering any queries that occupational nurses had. The consultants shared information about legislation, investigated occupational health complaints and investigated fatal accidents.

Many years ago - at the start of her occupational health career - Sophie Mandryk was told by someone in the occupational health field that "occupational health nursing is the easiest nursing job to do poorly and the most difficult to do well".

Ms. Mandryk feels that OHNs of today have a golden opportunity to develop as professionals, as business managers and as an integral part of the business community. Respect amongst OHNs in the industry is so important ... and membership in the AOHNA fosters respect of each other through sharing and networking. For anyone new in the field, it's important that established OHNs befriend new OHNs because it is often such an isolated profession. She also shared that she has made lifelong friends within the membership of the AOHNA.

Sophie Mandryk was a Director of The Alberta Occupational Health Society and the 1983 recipient of the Society's Herman Siemens Memorial Award for achieving the highest level of involvement in occupational health in the province. In 1985, Ms. Mandryk established the Ruptash-Mandryk Awards for AOHNA members. She was named as an honorary member of the AOHNA in 1996.

R

ECALLING A COLORFUL CAREER

NAN GRAHAM, OHN

DATELINE: 1987

The following article appeared in the *AOHNA September 1987 Newsletter*. Writer Eloise Berry (a retiree of AOHNA) has given her permission to reprint the article. Following the article is an "update" about retiree and honorary AOHNA member Nan Graham and her life over the past decade.

The nurse at the Calgary Stampede is different to most nurses you might meet. Certainly, she wears a white uniform and a cap with the old, familiar black band on the cuff, identifying her as a registered nurse. "People can spot me across the barn at the bull sale when they need me in a hurry", says Graham with practicality. The differences start to emerge soon after you meet her. To begin with, Graham is beyond retirement age. She does not like to say how much beyond - but her weathered face gives a hint of having seen many summers in the dry, Calgary climate. Except for this single giveaway, Graham belies her age and steps quickly and determinedly from one area of her Stampede realm to another, taking care of bruised bodies and hysterical youths. Calmly and firmly she commands a troop of St. John's first-aiders who obviously pay her great respect for her position and knowledge. Her style is not that of sergeant-major but she communicates her wishes with tact and clarity of one

who has had many years of managing medical clinics and fragile egos.

One realizes that its not been an easy life as Graham unfolds her life-story. What is very important is that she has had an interesting experience with a career in nursing, a marriage and many hobbies. She downgrades the hardships and seems to recall the high points with the typical relish of a positive thinker. Her life began in Enderby B.C., but her parents soon moved to Lethbridge, Alberta where she grew up. Nurses's training took place at the Galt Hospital in Lethbridge, where she graduated in 1934. Her first job was as night supervisor at the hospital, working six days a week and 12 hours a day. This first job didn't last too long when the hospital administration discovered she was under 21 years of age and too young to sign legal papers. At this point, she began doing private duty nursing.

In 1936, the young nurse married and moved to Calgary. Her new husband eventually became an

equipment officer during the war for the Royal Canadian Air Force and found this job necessitated many moves throughout eastern Canada. During the war, an opportunity arose for Graham to fly mercy flights to the north out of Prince Albert, B.C., which was too exciting for her to pass up.

The end of the war brought the Gramhams to Calgary where Graham worked in various clinics. She became staff nurse at the Alberta Children's hospital where she recalls coping with the onslaught of polio during the 1950's. Graham recalls that "somewhere around 1946" she started working at the Stampede in ticket sales. In those early years there were only six days of rodeo and six days of thoroughbred racing.

As the years progressed, it seemed natural for Graham who loved horses and the atmosphere of the Stampede to use her capabilities as a nurse. The crowds and the events became larger and Graham was hired on a part-time basis. The employment suited Graham perfectly since her husband became ill with heart disease and was mostly bed-ridden for a period of ten years.

Along with nursing, Graham was able to indulge her love of horses by training and exhibiting her own animals as well as others. She exhibited at the Royal Winter Fair in Toronto, Chicago and home in Calgary. She also became a show judge with the Canadian and American Horse Associations.

Another passion with Graham is travelling and she has ventured to Mexico, Russia, France, England and the South Pacific. While in Australia she was invited to observe the Flying Doctor Service in the outback. When asked where her next trip is, Graham replies she would like to do "lots more travelling" and would love to chaperone the Young Canadians on a trip.

In recent years, Graham has furthered her education by attending the Occupational Health Nursing

Certificate course in Calgary. In her present position as OHN for the Stampede, she is responsible for the nursing staff which numbers about 5-18 part-time nurses. The nurses work at all the major events: Stampede, horse races, rodeos, Saddledome and Corral events and Exhibition Hall. Not surprisingly, the busiest time for the health personnel is during the Stampede when about a million people attend the fair. There are up to 5,000 medical incidents that occur during these 10 days. During the rest of the year the park has about three million people coming to various events with 10,000-15,000 casualties or incidents happening. According to Graham, the events with the greatest potential for mishap are the hard-rock concerts that play at the Saddledome and the Corral. The alcohol and drug abuse at these concerts leads to fighting which results in a variety of lacerations, contusions and abrasions. Overdosing on these chemicals also produces poor judgment, hyperventilation and hysteria, claims Graham. All victims are treated carefully and efficiently with the years of experience that Graham has to offer. She claims that one hard-rock concert produced 70 patients that needed treatment in the medical room at the Saddledome. The Vera Lynn Concert had 28 emergencies due to the older age range of the audience, very cold weather and presumably the excitement of the evening.

Graham's thoughts and actions are now turning to the Olympics. Graham is fully involved with the planning of health and emergency care for the events to be held at the grounds. She will have a staff of 18 part-time nurses drawn from the emergency and acute care areas of the city hospitals. It is to Graham's credit that she insisted on the usual wages for her regular nurses rather than being supplemented by volunteer OCO nurses.

Graham has been an ongoing member of the Safety Committee at the Stampede. An example of preventative safety measures were the removal of the brooms from the tack room to reduce the chance of fire started by cigarettes in the horse barns. One of Graham's pet projects is disaster planning both at the Stampede and in the City of Calgary. To this end, she has developed a disaster plan for Stampede Park that fills two very large binders, a credit to her professional administrative ability and an invaluable tool for the management of the Stampede. "Occupational health nurses could contribute immeasurably to city disaster planning", states Graham. She goes on to explain that should a disaster hit downtown Calgary, all the hospital nurses will be tied up in the hospitals, the OHN's will be called upon to cope with on-site disaster. Graham reasons that OHN's should prepare for this by collectively looking at downtown

disaster planning so that a plan of action is in place should the unthinkable occur.

It is not surprising that Nan has been honoured by: 1. An honorary membership from the Alberta Occupational Health Nurses Association. 2. A plaque from the Calgary AOHNA for long service. 3. A plaque from the Stampede Board which has the inscription "Very Special Lady".

This "very special" nurse with an active mind enjoys her job and after 50 years of nursing still feels challenged to challenge others while most women her age are content to relax with leisure pursuits. Graham, however, looks forward with enthusiasm to the organization of health and safety considerations at the Stampede grounds during the Olympics. In fact, there seems no end to the capabilities of this woman, citizen, participant in life and last but not least ... nurse.

Dateline: 1998 AOHNA Provincial President Agnes Murrin visited with Nan Graham ... eleven years after this article appeared.

Nan Graham is a gracious, generous lady who cares passionately about the nursing profession and she is a true pioneer and leader for us all. She has had a long relationship with the AARN and is a Past President. In 1988 she was nominated for the AARN "Nurse of the Year" and received the AARN "Heritage Award". The 1988 Calgary Winter Olympics were a hectic time and Nan often heard herself referred to "as the old nurse who walks fast". During that year, Nan also participated in the Canadian Public Health Tour of China, visiting five cities in China over a three-week period.



In 1990, Nan retired from the Calgary Exhibition and Stampede. At the retirement banquet not only was she presented with a Gold Pass to any and all events but with a bronze limited edition statuette of the bucking horse located in the centre of the Stampede grounds.

Nan is enjoying retirement with travel, volunteer work at nursing homes and swimming and she still enjoys socializing at Calgary Chapter gatherings. She's looking forward to driving down to Lethbridge in June for the 64th Anniversary of her graduation!

Her message to new OHNs? "Get hands-on experience, stand on your own two feet and stand up for your rights".

P

ROFILE ON AN OCCUPATIONAL HEALTH NURSE

JEAN MORRISON, OHN

This article originally appeared in the November 1988 issue of the *AOHNA Newsletter*.

"Ask a busy person to do a job" (and it will be done). This saying must certainly apply to Jean Morrison, Occupational Health Nurse and long-time St. John Ambulance volunteer. Morrison has had a wide range of experience in nursing over the last 36 years since she graduated from the Moose Jaw General Hospital in 1952.

The early post-graduation years found her working in obstetrics, neurology and orthopedics in small country hospitals in Saskatchewan and at the Calgary General and Holy Cross Hospitals. In 1965, she obtained her first position in occupational health at Western Co-Op Fertilizer. Here she was mainly doing preplacement examinations and first aid. In 1967, she started her first stint with the City of Calgary, when the population of the municipal government was 5,000 people (today there are more than 12,000).

Morrison was the second OHN hired by the city and she remained there for more than six years. Due to family obligations and relocation, she worked for a few years in public health and hospital nursing.

In 1977, Morrison was encouraged to operate a mobile occupational health unit and is proud of being one of the early nurses to do this. She equipped a recreational vehicle with a sound booth, audiometer and all the usual equipment used for health surveillance. She travelled throughout Alberta and

Saskatchewan doing contract work for oil and brewery companies, meat packing and fertilizer plants.

During 1979, she enrolled in Grant MacEwan College's first OHN course offered in Calgary. Trying to keep up this intensive study program led Morrison to accepting a position with Prudential Steel where she remains today.

Morrison commented that she has seen lots of change in occupational health over the years. She especially is happy with the change in attitude of management toward OHNs. She feels that OHNs have a higher profile, more equality and broader scope within industry. The programs that she has implemented over the years include blood pressure surveillance, periodic medicals, hearing conservation, weight control, nutritional advice, EAP assessments and referral.

One might conclude that Morrison has led a triple life since she and husband Donald have raised four children, and she still found time to be very actively involved with the St. John Ambulance for almost 22 years. Morrison became the first Divisional Nursing officer with the Men's Brigade #245 in Calgary in 1966.

Her involvement with St. John Ambulance includes teaching first aid, health care, and babysitting courses to the general public and groups such as guides, cadets, scouts and cubs.

Although she has volunteered two nights a week over most of the past 20 years, she now feels compelled to teach these courses on the weekend because of her commitment to her OHN position at Prudential Steel during the week. Her many awards from St. John Ambulance include:

- Serving Sister Medal - 1977
- Long Service Medal - 1979
- Officer Sister Award - 1983
- First Bar To Long Service Medal - 1984

Morrison stressed the need for nurses to volunteer their free time to St. John Ambulance and the satisfaction that the commitment has returned to her over the years. Morrison manages to serve home, career, community and professional commitments with élan.

Those who know her feel proud to have her as part of our (Alberta Occupational Health Nurses Association) organization.

Dateline: 1998 AOHNA Provincial President Agnes Murrin visited with AOHNA Honorary Member Jean Morrison ten years after this article appeared.

Jean Morrison continued to be honored after the article appeared for her dedication to St. John Ambulance, receiving her Second Bar to the Long Service Medal in 1989 and her Third Bar to the Long Service Medal in 1994. She was especially proud about being named a Commander of the Order of St. John Ambulance in 1996. Jean's volunteer involvement with St. John Ambulance spans twenty-seven years and continues as she still volunteers as a member of the combined #55 Division.

Jean officially retired from the field of occupational health nursing from Prudential Steel on December 31, 1995.



She is enjoying retirement and her nine grandchildren. Jean keeps active by walking and swimming and also enjoys travelling - her most recent trip was to Mexico. Her latest endeavor is painting and crafts ... knowing Jean this will be something she will undertake with great energy and enthusiasm!

Jean certainly enjoys getting together with many OHN colleagues for a chat whenever she can.

P

ROVINCIAL EXECUTIVE

1977 - 1997

The Organizational Meeting of the Alberta Occupational Health Nurses Association was held on May 6th, 1977 in Calgary, Alberta. The drafted Constitution and Bylaws were accepted with amendments by 58 charter members. The committee that organized the meeting included Dorothy Smith, Joanna Coke-Kerr, Lillian Scott, Elizabeth Butler, Betty Sellers and Carroll Linder (all of Edmonton), Ruby Meunier (of Red Deer) and Joyce Cusack (of Calgary).

Formal elections were not held until October of that year, so some OHNs came forward at the meeting to form a steering committee to initiate organizational tasks for the association. They were Joey Stewart, Carroll Linder, Ruby Meunier, Elsie Verwijk, Wilma Ratcliff, Jean Eilers and Patricia Shelton.

At the election in October 1977, Ruby Meunier was nominated for and voted in as President. AOHNA records in the AARN Archives don't provide information on the other executive positions filled nor the names of the Chapter representatives. Retirees who were asked unfortunately could not recall specific names for specific positions ... but many of them did share that it was an exciting time with the formation of the AOHNA plus education and certification "in the works" in Alberta.

There are a few records from 1977 to 1982 in terms of names and positions held. What we do know from those years ... for the 1978/79 term, Ruby Meunier was once again President and Marge Olson was South Central Chapter Representative. In 1979/80, Marg Muza held the position of President, Ruby Meunier was Past President, Shirley Marudiak was President Elect, Sophie Mandryk was Secretary, Anne Dallison was Treasurer and Chapter Reps were Lynn Karr (North), Sophie Mandryk (North Central), Marg Muza/Ruby Munier (Central) and Bev Marshall (South Central). The Provincial President in 1980/81 was Shirley Marudiak with Marge Olsen as South Central Chapter Rep. In 1981/82 both Bev Marshall and Liz Dawson acted as Provincial Presidents with Stephanie Wilson as President Elect and Pat Graham as South Central Chapter Representative. In 1982/83, the Provincial Executive included President Stephanie Wilson, President Elect Marge Olson and South Central Chapter Rep Marg Haun.

1983-1984 Provincial Executive

President:	Marge Olson
President Elect:	Pat Graham
Past President:	Stephanie Wilson
<u>Chapter Reps:</u>	
North Central:	Peggy Szumlas
Central:	Marion Boon
South Central:	Irene Turner

1984-1985 Provincial Executive

President:	Pat Graham
President Elect:	Janis Koehler
Past President:	Marge Olsen
Secretary:	Donna Osatiuk
Treasurer:	Lyn Watamaniuk
<u>Chapter Reps:</u>	
North Central:	Toni Fluker
Central:	Marion Boon
South Central:	Margie Garner
South:	Edith Gange-Harris

1985-1986 Provincial Executive

President:	Janis Koehler
President Elect:	Carole Hunter
Past President:	Pat Graham
Secretary:	Agnes Murrin
Treasurer:	Lyn Watamaniuk
<u>Chapter Reps:</u>	
North:	Donna Osatiuk
North Central:	Toni Fluker
Central:	Karen Clinker
South Central:	Margie Garner
South:	Edith Gange-Harris

1986-1987 Provincial Executive

President:	Carole Hunter
President Elect:	Marion Johnstone
Past President:	Janis Koehler
Secretary:	Agnes Murrin
Treasurer:	Irene Vanover
<u>Chapter Reps:</u>	
North Central:	Bernice Doyle
Central:	Karen Clinker
South Central:	Judie Barley
South:	Susan Ens

1987-1988 Provincial Executive

President:	Carole Hunter
President Elect:	Marion Johnstone
Past President:	Janis Koehler
Secretary:	Donna Seland
Treasurer:	Irene Vanover
<u>Chapter Reps:</u>	
North Central:	Bernice Doyle
Central:	Shirley Kline
South Central:	Judie Barley
South:	Susan Ens

1988-1989 Provincial Executive

President:	Marion Johnstone
President Elect:	Margie Garner
Past President:	Carole Hunter
Secretary:	Donna Seland
Treasurer:	Marion Boon
<u>Chapter Reps:</u>	
North:	Ellen McGladdery
North Central:	Naomi Noble
Central:	Dawna Mislán-Gibbons
South Central:	Wanda Young
South:	Pat Westerson

1989-1990 Provincial Executive

President:	Margie Garner
President Elect:	Dawna Mislán-Gibbons
Past President:	Marion Johnstone
Secretary:	Ruby Dyberg
Treasurer:	Marion Boon
<u>Chapter Reps:</u>	
North:	Ellen McGladdery
North Central:	Sharon Kelly
Central:	Fran Lees
South Central:	Wanda Young
South:	Susan Ens

1990-1991 Provincial Executive

President:	Dawna Mislán-Gibbons
President Elect:	Peggy Szumlas
Past President:	Margie Garner
Secretary:	Ruby Dyberg
Treasurer:	Beverly Dockrill
<u>Chapter Reps:</u>	
North:	Kari McNeilly
North Central:	Louise Giacomazzi
Central:	Fran Lees
South Central:	Melinda Taft
South:	Susan Ens

1991-1992 Provincial Executive

President:	Peggy Szumlas
President Elect:	Pat Ness
Past President:	Dawna Mislán-Gibbons
Secretary:	Robbie Styba
Treasurer:	Beverly Dockrill
<u>Chapter Reps:</u>	
North:	Kari McNeilly
North Central:	Louise Giacomazzi
Central:	Fran Lees
South Central:	Melinda Taft
South:	Lynn Lambert

1992-1993 Provincial Executive

President:	Pat Ness
President Elect:	Mary Johnson
Past President:	Peggy Szumlas
Secretary:	Robbie Styba
Treasurer:	Olga Maguire
<u>Chapter Reps:</u>	
North:	Kari McNeilly
North Central:	Sharon Chadwick
Central:	Fran Lees
South Central:	Maureen Gibney
South:	Lynn Lambert

1993-1994 Provincial Executive

President:	Mary Johnson
President Elect:	Sharon Chadwick
Past President:	Pat Ness
Secretary:	Robbie Styba
Treasurer:	Olga Macguire
<u>Chapter Reps:</u>	
North Central:	Sharon Chadwick
Central:	Fran Lees
South Central:	Maureen Gibney
South:	Lynn Lambert

1994-1995 Provincial Executive

President:	Sharon Chadwick
President Elect:	Dianne Dyck
Past President:	Mary Johnson
Secretary:	Robbie Styba
Treasurer:	Olga Macguire
<u>Chapter Reps:</u>	
North Central:	Pat Bayliss
Central:	Fran Lees
South Central:	Agnes Murrin/Brenda Raven
South:	Susan Ens

1995-1996 Provincial Executive

President: Dianne Dyck
President Elect: Carole Graham
Past President: Sharon Chadwick
Secretary: Robbie Styba
Treasurer: Olga Macguire
Chapter Reps:
North Central: Pat Bayliss
Central: Fran Lees
South Central: Diane Zielinski/Sheila Fenwick
South: Susan Ens

1996-1997 Provincial Executive

President: Carol Graham
President Elect: Agnes Murrin
Past President: Dianne Dyck
Secretary: Robbie Styba
Treasurer: Joan Schafer
Chapter Reps:
North Central: Lynn Skillen
Central: Fran Lees
South Central: Sheila Fenwick
South: Susan Ens

1997-1998 Provincial Executive

President: Agnes Murrin
President Elect: Bernice Lynn
Past President: Carol Graham
Secretary: Robbie Styba
Treasurer: Joan Schafer
Chapter Reps:
North Central: Anita Volk
Central: Fran Lees
South Central: Penny Gaffney
South: Edith Hepburn

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ONTRIBUTIONS BY THE A O H N A AND ACCOMPLISHMENTS OF AOHNA MEMBERS: 1977-1997

The members of the AOHNA have contributed in many ways ... by teaching, lecturing and holding executive positions on associations other than the AOHNA as well as by publishing articles and being awarded for their accomplishments in the field of occupational health by their employers.

The many contributions and accomplishments of AOHNA members which follow are simply representative of the great many which have taken place over the past twenty years.

- ◆ a number of AOHNA members were instrumental in the formation of the Occupational Health Nursing Certificate Program at Grant MacEwan Community College & course content of the Program
- ◆ various AOHNA members have instructed and held administrative positions for the OHNC Program at GMCC
- ◆ many AOHNA members are graduates of the Grant MacEwan Community College OHNC Program
- ◆ active and continuing support of the OHNC Program by providing clinical practical experience/field experience to OHN students and by serving on the Program's Advisory Board
- ◆ active support of the University of Alberta BSc Program and the University of Calgary B. N. Program by providing the opportunity for students to experience a "day in the life of an occupational health nurse"
- ◆ during the AOHNA's first decade, the association addressed occupational health issues including a submission and presentation to The Alberta Select Committee of the Legislature considering the Occupational Health and Safety and Worker's Compensation Acts; participated on the Federal Provincial Advisory Committee on Community Health Services (the working group on the prevention and control of high blood pressure); responded to the Issues Paper on Regulating First Aid in Alberta Industries; reviewed the Health Professions Act regarding paramedics; made a submission to the AARN concerning confidentiality and health care records and contributed towards the AARN preparation of Nursing Practice Standards

- ◆ in 1981, Liz Dawson traveled to the XX International Congress on Occupational Health in Cairo, Egypt; her paper entitled "*Occupational Health Nursing In Alberta*" was one of sixteen presented and the only one presented from North America
- ◆ in 1982, Pat Graham became the first AOHN to become a manager within an organization
- ◆ during 1983, AOHNA supported further development of the examination for Canadian Certification with a monetary donation
- ◆ Liz Dawson and Pat Graham were both Directors of the Canadian Council for Occupational Health Nurses, Inc. (1983-1986 and 1989-1993 respectively)
- ◆ over a six-year period from 1985 to 1991, Carole Hunter was on the executive of the NAOHN/ANIIST (moving from President Elect to President and onto Past President)
- ◆ many members (including Dr. Lynn Skillen, Dianne Dyck, Liz Dawson, Carole Hunter and Glenys Schick) have been invited to be guest speakers and lecturers locally, nationally and internationally at conferences and seminars
- ◆ representation on COHNA/NAOHN from the AOHNA Provincial Executive (first representatives as designated by executive position and then as an elected position) including Marjie Garner, Peggy Szumlas, Beverly Dockrill and Louise Giacomazzi
- ◆ representation on National Standards Practice Committee
- ◆ a number of AOHNA members have completed their Bachelors Degree and a few have completed their Masters Degree and have published their thesis
- ◆ in 1987 Marilyn Siewert was honoured by Mount Royal College with a Distinguished Service Staff Award for her work in the College's Health Services Department
- ◆ during 1987/88 an AOHNA submission was sent to the Premier's Commission on Future Health Care For Albertans
- ◆ in 1988, the year of the Winter Olympic Games in Calgary and the Alberta Amateur Winter Games in Red Deer, many AOHNA members assisted with athlete and spectator medicine as volunteers
- ◆ representation on the CNA Testing Service - Certification

- ◆ AOHNA members have participated on the OHN exam committee
- ◆ many AOHNA members volunteered their time on committees, boards and associations including the Canadian Heart Foundation, Safety Council, Alberta Breast Screening, Injury Prevention Centre's "Creating A Safer Alberta: Strategies to the Year 2000" and COSH Week
- ◆ AOHNA members have published articles in a wide variety of publications including an article by Marjie Garner in *Family & Health Magazine* (1989) entitled "Taking Care of Your Back", by Leilahni Thompson entitled "The Occupational Health Nurse as an Employee Assistance Program Provider" in the *AAOHN Journal*; by K. Dunn in *Occupational Health & Safety Magazine* (1994) entitled "The Right Person for the Job"; five articles in the *AAOHN Journal* by Dianne Dyck in 1992, 1995 and 1996 and entitled "Fitness to Work: Fitness to Travel", "A Competency Profile Analysis of Occupational Health Nursing In Alberta", "Career Streaming", "Management of Chronic Fatigue Syndrome: Case Study" and "Management Rehabilitative Care: Overview for Occupational Health Nurses"; by members Dianne Dyck and Marilyn Morgan in *AAOHN Journal* (1995) entitled "Petro-Canada Heart Health Program", by Agnes Murrin in the *Quarterly Bulletin* for BP International regarding occupational health nursing in BP Canada, by members Marilyn Cogger and Linda Williamson in the *AAOHN Journal* an article entitled "Program Description - A Positive Outcome From Change" and an opinion column submission by Marjie Garner in the *OHS Canada Magazine* entitled "Occupational Health Nurses: No Respect"
- ◆ during the year 1990, AOHNA was asked to provide input to the Alberta Occupational Health & Safety booklet entitled "The Occupational Health Nurse"
- ◆ in 1993, Agnes Murrin received an award from the Canadian Association of Petroleum Producers (CAPP) for the work of the OHN Subcommittee; Agnes was recognized especially for her role as liaison between the Occupation and Environment Health Committee, the Safety Committee and the WCB Subcommittee. She received a second CAPP Award in 1997.

- ◆ in 1994, Joan Schafer was presented with a special award as part of her Industrial Hygiene Course for “Best Paper Submitted at Mount Royal College”
- ◆ in 1990, Carole Hunter presented “*Current Issues in Occupational Health Nursing: A Canadian Perspective*” at the First National Conference for Occupational Health Nurses in Montreal. The article was then published in the *American Journal of Occupational Health Nursing* (July 1991 issue).
- ◆ in 1996, Glenys Schick was awarded the Canadian Association of University Business Officers Productivity Award for her work on Disability Management at the University of Calgary
- ◆ various AOHNA members have held executive positions on the Alberta Occupational Health Society
- ◆ many members have successfully challenged the American exams (American Board for Occupational Health Nurses)
- ◆ some AOHNA members have successfully written the Canadian Registered Safety Professional (CRSP) exams; Agnes Murrin was the first to do so
- ◆ in 1996, COHNA approached AOHNA and received permission to adopt the AOHNA Practice Standards produced in 1995 ... a great tribute to all members involved in the development of the document
- ◆ during 1997, Louise Giacomazzi was COHNA Treasurer
- ◆ in 1997, Carol Graham and Bernice Lynn were selected as advisors in occupational health for the International Nursing Conference for four year terms



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ONFERENCES & ANNUAL GENERAL MEETINGS REVISITED

The initial Annual General Meeting of the AOHNA was held in Red Deer in October of 1977 ... five months following the AOHNA organizational meeting in May of the same year.

Annual General Meetings were held over the years. "Education Days" and "Conferences" evolved and were combined with Annual General Meetings.

In the early years (1977 to 1981) Education Days (usually one day in duration) were coordinated by the Provincial Executive. Then, the "conference" format was introduced in 1982. As the years progressed, conference grew from the one day format to a two and then to a three day format. Committees were formed to plan, promote and actually run the conferences.

Keynote speakers provided educational addresses relevant to the profession. Plenary and concurrent sessions by distinguished presenters (including some AOHNA members) focused on professional and personal development - all geared to enhance the knowledge and skills of OHNs.

Exhibitors showcased the latest technology to expand members' knowledge. A sampling of exhibitors over the years have included Dairy Nutrition Council of Alberta, Alberta Lung Association, Safety Supply Canada, Western Canada MRI Centre, Thibodeau Hearing Ltd. and Alberta Back School, to name a few.

AOHNA Conferences were educational in nature and certainly provided the opportunity for OHNs to meet, learn, share ideas and network. But ask any of the attendees ... there was no shortage of fun at the luncheons, banquets, award presentations and entertainment!

Many volunteer hours went into planning, hosting and reporting on the annual conferences and Annual General Meetings. Conferences/AGMs have been held in various venues in the cities of Edmonton, Calgary and Red Deer over the years.

**1982 CONFERENCE &
ANNUAL GENERAL MEETING**

April 19 & 20 - Calgary
Theme: *Occupational Health
Nurses In Responsible
Positions/Non-Ionizing Radiation
Aspects of Video Terminals*
Venue: Palliser Hotel
Keynote Speaker: Dr. Jim
Beaubian
Conference Committee:
Pat Graham (Chairperson), Irene
Turner & Marge Olsen

**1983 CONFERENCE &
ANNUAL GENERAL MEETING**

April 18 & 19 - Edmonton
Theme: *Persuasive Presentation:
Improved Written and Verbal Skills
in Corporate Settings*
Venue: Convention Inn South
Keynote Speakers: Brenda Robin-
son and Mary Samide

**1984 CONFERENCE &
ANNUAL GENERAL MEETING**

April 17 - Calgary
Theme: *Mobilizing Your
Resources*

**1985 CONFERENCE &
ANNUAL GENERAL MEETING**

April 15 & 16 - Edmonton
Theme: *Tools For the 80's*
Venue: Convention Inn South

**1986 CONFERENCE &
ANNUAL GENERAL MEETING**

May 8 & 9 - Calgary
Theme: *Thriving or Surviving*
Venue: Marlborough Inn
Keynote Speaker: Melodie
Chenover - *"Beyond Assertive-
ness: Strategies for Personal and
Professional Success"*
Conference Chairperson:
Margie Garner

**1987 CONFERENCE &
ANNUAL GENERAL MEETING
(10th Annual)**

April 27 & 28 - Edmonton
Theme: *The Art & Science of
Helping: Where Does It Hurt?*
Venue: Westin Hotel
Keynote Speakers: Janis Levine
and Dr. Sam Klarreich - *"Stressors
of the 80's"*
Conference Committee: Bernice
Doyle (Chairperson), Janis
Koehler, Toni Fluker, Joanne Olaf-
son & Louise Giacomazzi

**1988 EDUCATION DAY &
ANNUAL GENERAL MEETING**

April 18 & 19 - Calgary
Venue: Westin Hotel
Keynote Speakers: Dr. Eli
Silverman & Dr. Maria Eriksen -
*"Women and Power: The Personal,
the Professional and the Political
Realms"*
Conference Committee: Judie
Barley (chairperson), Georgette
Osweiller, Margie Garner &
Darlene Hilts

**1989 CONFERENCE &
ANNUAL GENERAL MEETING**

April 17 & 18 - Edmonton

Venue: Hilton International Hotel

Conference Committee: Joanne Pointe (chairperson), Chris Tigeris, Ruby Dyberg, Bev Dockrill & Pat Ness

**1990 EDUCATION DAY &
ANNUAL GENERAL MEETING**

April 23 & 24 - Red Deer

Theme: Sharing and *Caring*

Venue: Capri Centre

Keynote Speaker: Dr. Ken Corbet -
"University of Calgary: Directions in
Occupational Health"

Conference Committee: Fran Lees
(chairperson), Dawna Mislán-Gibbons, Marion Boon, Yolande Stubbs, Evelyn Kusmire, Mary Reynolds & Wanda Young

**1991 CONFERENCE &
ANNUAL GENERAL MEETING**

April 29 & 30 - Edmonton

Theme: *Changes*

Keynote Speaker: Fil Fraser,
Chief Commissioner of Alberta
Human Rights

Conference Committee: Joan
Schafer, Sharon Chadwick, Marion
Boon, Donna Suggett & Norma
MacDougal

**1992 CONFERENCE &
ANNUAL GENERAL MEETING**

April 26 to 28 - Calgary

Theme: *Challenges*

Venue: Marlborough Inn

Keynote Speaker: Sharon Ed-
wards - "Challenges For Women
Looking Forward To A New
Century"

Conference Committee: Robbie
Styba (chairperson), Barb Roberts,
Maureen Gibney, Olga Macguire,
Marjie Garner, Marge Olsen, Jan
Legge & Marlynn Kennedy

**1993 CONFERENCE &
ANNUAL GENERAL MEETING**

May 30, 31 and June 1, Edmonton

Theme: *Sharing Experiences*

Venue: Edmonton Inn

Keynote Speaker: Sharon Snell -
"The Future Direction of Nursing:
How OHN's Will Fit Into The Picture"

Conference Committee: Lisa
Mackay (Chairperson), Carole
Hunter, Darlene McFadden,
Barbara Saint, Anne Szabo &
Pat Walker.

**1994 CONFERENCE &
ANNUAL GENERAL MEETING**

June 5 to 7 - Calgary

Theme: *Ideas, Issues, Information*

Venue: Marlborough Inn

Keynote Speaker: Betty Gourlay -
"All I's Are Upon You - In Indepen-
dent Practice"

Conference Committee:
Joan Schafer (chairperson), Loral
Stewart, Sheila Fenwick, Marg
Rabe, Barb Roberts & Cathi
Nelson

**1995 CONFERENCE &
ANNUAL GENERAL MEETING**

June 5 & 6 - Edmonton

Theme: *Be Proactive - Recognize
Health Hazards In Your Workplace*

Venue: Edmonton Inn

City: Edmonton

Keynote Speaker: Suzanne Arnold
- "Communicating Risks - The Role
of OHNs"

Conference Committee: Barb
Saint, Darlene Hilts, Gillian Brooks,
Ellen Coe, Pat McLeod & Pat
Walker.

**1997 CONFERENCE &
ANNUAL GENERAL MEETING
(20th Annual)**

June 1 to 3 - Edmonton

Theme: *20 to 2000: "Moving
Forward to the 21st Century"*

Venue: GMCC, City Centre
Campus

Keynote Speaker: Liz Dawson - "20
Years of Occupational Health
Nursing"

Conference Committee: Sharon
Chadwick (chairperson), Ellen Coe,
Pat Taylor, Lynn Watamaniuk, Toni
Fluker & Carole Hunter

**1996 CONFERENCE &
ANNUAL GENERAL MEETING**

June 2 to 4 - Calgary

Theme: *Let's Talk Business*

Venue: Coast Plaza Hotel

Opening Address: Chief
Silverberg, City of Calgary Police
Services

Conference Committee: Robbie
Styba (chairperson), Lisa Mackey,
Penny Gaffney, Agnes Murrin, Ellen
Swanston, Barb Roberts, Betty Lee
& Maureen Gibney

**1998 CONFERENCE &
ANNUAL GENERAL MEETING**

May 24 to 26 - Calgary

Theme: *Case Management - The
Workplace Challenge*

Venue: Coast Plaza Hotel

Keynote Speaker: Dr. Bonnie
Rogers - "Overview of Case
Management"

Conference Committee: Sheila
Fenwick (chairperson), Dianne Dyck,
Roxanne McKendry, Brenda Raven,
Marie Sopko & Karen Wagner.



R UPTASH-MANDRYK AWARDS

The Ruptash-Mandryk Recognition Awards were established in 1985 by AOHNA member Sophie Mandryk to honour outstanding occupational health nurses.

Ms. Mandryk's career in the field of occupational health nursing was filled with continuous challenges and rewards and thus, in appreciation for what the field had brought to her life, she established an awards system to recognize occupational health nurses in Alberta for excellence in their practice.

The awards were established in honor and memory of Ms. Mandryk's father and mother (Michael and Mary Ruptash) who were killed tragically in a car accident in 1965.

The awards meet the objectives of the Alberta Occupational Health Nurses Association in that they have fostered a climate of respect and admiration among OHN's in Alberta. Objectives of the awards include recognizing AOHNA members who demonstrate extraordinary involvement and achievement in OHN nursing at the provincial, national and international level; recognizing members who make outstanding contribution to OHN standards of practice, education and research; recognizing members who have contributed through service on the executive and committees of the AOHNA; recognizing occupational health nurses who have made significant contributions during their occupational health nursing careers and well as recognizing OHNs who have retired. As in any career, being nominated and recognized by peers in the profession is a very high honor.

Ten years after the first group of Ruptash-Mandryk Awards were presented, Ms. Mandryk recommended to the AOHNA executive that the administration, management and future expansion of the recognition awards become the responsibility of the AOHNA. Since 1995 and continuing today, it is the AOHNA's mandate to ensure that nominees continue to meet the high standards established through the selection criteria.

There are three categories of awards. On a provincial level is the *Ruptash-Mandryk Nurse of the Year Award*. On a chapter level are the *Ruptash-Mandryk Exemplary Service Award* and the *Ruptash-Mandryk Years of Dedicated Service Award*.

Selection criteria for the *Ruptash-Mandryk Nurse of the Year Award* include:

- the nominee, during his/her career, has exhibited a high degree of professional ability in the area of occupational health nursing without excluding such other areas that recognize the importance of practice, education, and/or research.
- the nominee has demonstrated leadership and made a significant volunteer contribution to the AOHNA.
- the nominee has, through participation, leadership and/or innovative achievement, made an outstanding individual contribution to the profession which has resulted in improvement of the quality of standards of practice and/or furthered the profession of occupational health nursing at the provincial, national and/or international level.

Selection criteria for the *Ruptash-Mandryk Exemplary Award* include:

The nominee has demonstrated interest in the well-being of the occupational health nursing profession and the health and safety of workers by:

- a) demonstrating a positive and enthusiastic approach;
- b) initiating new approaches and ideas;
- c) demonstrating a commitment to the AOHNA;
- d) being actively involved in the affairs of the Association at the provincial and/or chapter level;
- e) promoting occupational health nursing;
- f) providing constructive participation in chapter affairs.

Selection criteria for the *Ruptash-Mandryk Years of Dedicated Service Award* include:

The nominee/s must have:

1. be retired and no longer practising occupational health nursing;
2. been an active member of the AOHNA and AARN;
3. actively participated in AOHNA meetings;
4. made a contribution to promote and maintain Alberta workers' health and safety.

The Ruptash-Mandryk Awards are a highlight of the annual AOHNA Conference Banquet. Award winners receive an inscribed plaque and coverage in the AOHNA and AARN newsletters.

Employers of award winners for the *Ruptash-Mandryk Exemplary Award* and the *Ruptash-Mandryk Nurse of the Year* are notified in writing by the Provincial President of the AOHNA.

***Ruptash-Mandryk
Nurse of the Year Award***

- 1986 -

Liz Dawson

- 1987 -

Joyce Cusack

- 1988 -

Sylvia Wagner

- 1989 -

Elizabeth Butler

- 1990 -

Pat Graham

- 1991 -

Carole Hunter

- 1992 -

Margie Garner

- 1993 -

No award presented.

- 1994 -

Peggy Szumlas

- 1995 -

Pat Ness

- 1996 -

Robbie Styba

- 1997 -

Dianne Dyck

- 1998 -

Carol Graham

***Ruptash-Mandryk
Exemplary Service Award***

- 1986 -

Marge Olson, Stephanie Wilson

- 1987 -

Pat Ness, Joanne Pointe

- 1988 -

Pat Graham, Carole Hunter,
Bev Marshall* (presented to the Conkin Family in her memory)

- 1989 -

Lynda Sallis

- 1990 - 1991 - 1992 -

No awards presented.

- 1993 -

Marion Johnstone, Eloise Berry, Marion Boon,
Fran Lees, Louise Giacomazzi, Susan Ens

- 1994 -

Lynn Lambert, Pat Bayliss

- 1995 -

Agnes Murrin, Bobbi Calder, Donna Karl

- 1996 -

Joanne Seglie

- 1997 -

Pauline MacDonald, Rosemary Bishop

- 1998 -

Anne Szabo, Sharon Chadwick, Anita Volk

* awarded posthumously

***Ruptash-Mandryk
Years of Dedicated
Service Award***

- 1986 -

Pat Shelton
Audrey Swinton

- 1987 -

Harriet Farrari

- 1990 -

C. Janet Clarke
Nan Graham

- 1993 -

Elaine Steacy



CCUPATIONAL HEALTH NURSES AT WORK...

AOHNA members are employed by or contract their services to a wide array of employees throughout the Province.

They work in large metropolitan areas (such as Edmonton, Calgary and Red Deer), in medium communities (including Lethbridge and Grande Prairie) as well as smaller centres (such as Athabasca and Olds).

Due to industry restructuring, role re-definitions and changing business environments over the past several years, there has been an emergence of self-employed OHN's who offer consulting service to a variety of firms. Many OH positions are moving from being internally to externally provided.

Alberta Industry Sectors Employing OHNs:

- Community Health Centres/Care Centres
- Multi-disciplinary Practice Centres
- Hospitals
- Rehabilitation Hospitals
- Specialty Hospitals
- Medical Societies
- Health Authorities/Health Regions
- Medical Supply Firms
- Educational Institutions (teaching)
- Educational Institutions (on staff of)
- Boards of Education
- Town Offices
- Municipal Government Departments
- Provincial Government Departments
- Federal Government Departments
- Environmental Companies
- Insurance Companies
- Petro Chemical
- Oil & Gas
- Mining
- Forestry/Woodproducts/Pulp
- EAP Consultants
- Independent Occupational Health Service Firms
- Agriculture
- Entertainment/Service Industry

Meat Packing Plants
Food Industry
Research Councils
Major Retailers
Manufacturing
Airlines
Ambulance Services
Construction
Utilities
Heavy Industry

Indeed, OHNs are a valuable asset to many industries and an important part of Alberta business. Raising the consciousness of employers and employees on the state of their health and complying with government regulations reaps rewards.

OHNs have a broad-based education combined with experience to meet the ever-changing and challenging needs of industry.

A variety of Alberta employers were approached and agreed to share their testimonials for inclusion in this booklet. Employers were asked to address the importance of having an Occupational Health Nurse(s) on their staff.

**FROM ALBERTA-PACIFIC FOREST INDUSTRIES INC.
Boyle, Alberta**

Alberta Pacific-Forest Industries Inc. is a 1.2 billion dollar state of the art hardwood kraft pulpmill that is recognized as being one of the most technology advanced pulpmills in the world. We at Alberta-Pacific even with all this new equipment, believe our most important asset is our people.

Because we believe our most important asset is our people, we assure that asset is healthy and strong through the leadership and guidance of our Occupational Health Nurse. It is only through effective health and safety programs and policies that the Occupational Health Nurse promotes on a daily basis, that our most important asset "our people" are protected from illness and injury.

In this very competitive world market of pulp where any company can purchase the advanced technology and equipment, the people who operate the mill are the difference between success and mediocrity.

How much importance do we put on our Occupational Health Nurse and what they do for us ... I think you can see that this person is a very important part of who we are and want to be.

**L.E. (Lyle) Robideau, CRSP
Human Resource Consultant**



FROM PETRO-CANADA PRODUCTS Edmonton, Alberta

How important are Occupational Health Nurses to Petro-Canada, Edmonton Refinery?

There are obvious reasons for having Occupational Health Nurses in a Refinery such as ours, where there are 365 permanent employees and approximately 100 contractors, processing 125,000 barrels of crude oil per day. Although every effort is made not to incur injuries, the Occupational Health Nurse is available to provide an effective, professional, emergency health care service on site. A considerable number of health testing services are also available to employees, such as respiratory and hearing. These results are available on a general basis for all employees to review, and then to consider additional personal protective equipment, if necessary, to deal with any problem areas.

Occupational Health Nurses meticulously maintain health records which are kept over a number of years. Often, retired personnel come out to the plant just to visit and have their blood pressure checked. The Occupational Health Nurses provide much more care than just nursing, with the addition of our employee assistance program. This is similar to a guidance counselling position; locating and dispensing information on a multitude of subjects, from dealing with an expectant employee in the production area to an employee with a substance abuse problem. These professionals have seen and dealt with all the human problems. Do they make a difference? You bet they do. With their help, employees are able to effectively deal with problems inside and outside the Plant, hopefully enabling them to work in a productive and safe manner.

Managed Rehabilitation Programs are available to employees who have suffered a debilitating on or off-the-job injury. Every attempt is made to return the employee to the workplace, if necessary on a modified work assignment. These duties are tailored to whatever the employee is capable of doing, depending on the nature of their illness or injury. This saves the company a considerable amount of money when calculated over the period of a year. Meaningful work is being accomplished by a competent employee, even though they may not be able to work a complete 8-hour day. In fact, this has also enabled the company to discover other skills employees have, which previously went untapped.

Occupational Health Nurses are very much an integral part of Edmonton Refinery culture. Although they are often considered to be the "listening post", they always listen with empathy and offer advice from the heart. We all love them very much, even though we sometimes take advantage of their giving nature.

A. Baillie
Superintendent, Loss Management

**FROM WELDWOOD OF CANADA LIMITED, HINTON DIVISION
Hinton, Alberta**

Our Occupational Health Nurse is an important asset in our Occupational Health and Safety System. Not only does she maintain employee health information and records, but provides a customized focus in the area of injury/illness prevention and wellness promotion. She also plays a key role in our Occupational Hygiene Program and provides valuable instructional support of our ERT Organization.

**Bondi Kovacs
Loss Prevention Superintendent**

**FROM CARITAS HEALTH GROUP
Edmonton, Alberta**

The Occupational Health (OH) Nurses at the Caritas Health Group (Grey Nuns and Misericordia Community Hospital and Health Centres, Edmonton General Continuing Care Centre) are a vital part of our management team. From the hire date forward we rely on the OH Nurse to have an active role with our employees.

Identification of potential problems by the OH Nurse during pre-employment physicals allows the manager to monitor specific areas during the probationary period. Staff are referred to OH for assessment and counseling for absenteeism. Our OH Nurse participates in staff education. Some of the recent education staff in my area of responsibility have received are:

- *back and shoulder care, patient transfer inservices;*
- *ergonomic assessments of work areas including arranging for ergonomic chair trails;*
- *review of policies such as the Occupational Health & Safety Responsibility and Accountability Policy, the Blood and Body Fluid Exposure protocol.*

The OH Nurse has been instrumental in assisting with WCB return to work assessments and with disability management. Besides having return to work trails with my own staff (e.g. illness/injuries, latex allergies), I have worked with the OH Nurse to offer our clinic areas for work assessments and trials for staff from other departments who have new restrictions. These opportunities can help employees explore work abilities for positions beyond the hospital setting.

The OH Nurse is a valuable member of our team for helping to keep our staff healthy.

**Karen Hayduk
Patient Care Manager, Ambulatory Services
Grey Nuns Community Hospital and Health Centre**

**FROM GEON CANADA INC.
Fort Saskatchewan, Alberta**

The Occupational Health Nurse function plays an important role in our operations, in both the traditional sense and areas such as employee wellness. The contributions of our nurse resulted in a comprehensive program that responds to, as well as anticipates, our needs. Ultimately this has saved us in a lot of areas we value, such as people, time and money.

**Tom Fletcher, P. Eng.
Plant Manager**

**FROM GARNER ASSOCIATES LTD.
Calgary, Alberta**

Garner Associates Ltd. is an Occupational Health Service company who provides Occupational Health services to a wide variety of industries across Western Canada. Our mandate is to provide the highest quality of Occupational Health Services to meet individual client companies' needs.

Garner Associates ONLY utilize Certified Occupational Health Nurses (OHN's) to provide these services. I believe it takes professionals such as OHN's with the skills and knowledge to deliver the type of services and programs Garner Associates offer. Only OHN's have the type of knowledge and skills to understand the complexities to provide services such as:

- *Claims Management/Modified Work*
- *Performing Pre-placement Health Assessments based on physical demands of the job*
- *Maintaining appropriate records*
- *Assisting companies to meet the requirements of OH&S legislated*
- *Assisting companies in developing and implementing Occupational Health and Safety Policies and Procedures*
- *Maintaining the security of health information*
- *Assessing the workplace for health related hazards*
- *Monitoring employee exposed to specific hazards such as asbestos, noise etc.*

All the OHN's working for Garner Associates greatly contribute to the success of the company. Their standard of professionalism, their skills and knowledge ensure that Garner Associates is providing top notch services and programs to our client companies and their employees.

I believe Garner Associates success and credibility within the community is due to the high calibre of professionalism of the OHN's working for us.

**Marjie Garner, RN, OHNC, COHN(C)
President**

FROM OLDS COLLEGE

Olds, Alberta

Olds College recognizes the value and importance of good health and particularly the need to promote, foster and maintain the well being of students and employees of the College.

The Occupational Health Nurse at the College plays a key role in meeting the health needs of students and employees by providing leadership in the following areas:

- 1. Emergency Care - ensures that the College has an effective well-trained first aid team available to the campus. Performs first aid and ensures that proper follow-up is done.*
- 2. Health Assessment - performs a range of health assessments for students and staff which includes but is not limited to audiometric testing, range-of-motion testing, pulmonary function testing, vision, and hearing testing.*
- 3. Health Education - ensures that appropriate health counseling, programs, and materials are available for students and staff in areas such as personal health, occupational health, and WHMIS.*
- 4. Occupational Health Compliance - ensures that the appropriate individuals in the College are aware of government health and safety standards.*
- 5. Treatment Service - treats minor injuries and illnesses, dispenses drugs, provides on-going treatments and updates immunizations in a legal and professional manner. Supervises and works with the medical doctor who utilizes our clinic.*
- 6. Work Environment Surveillance - identifies potential health and safety concerns such as ergonomic, noise, air quality, and hazardous processes and products.*
- 7. Special Needs - identifies the needs of students with medical or health problems.*
- 8. Health and Safety Committee - attends all health and safety committee meetings and reports all student accidents.*
- 9. Administration - develops health and safety policies, maintains student health records in a confidential manner, manages the health services budget in a fiscally responsible manner, and attends various appropriate committees.*

The Occupational Health Nurse plays a major role in contributing to the overall success of Olds College.

Gary Gough
Manager, Human Resources

**FROM KELLY, LUTTMER & ASSOCIATES LTD.
Calgary, Alberta**

We at Kelly, Luttmer & Associates Ltd. are proud to have Occupational Health Nursing and Consulting as a key part of our service offering to corporations. We firmly believe in a fully integrated approach to mental and physical health in the workplace, as well as educating employees with regard to health concerns and disease prevention.

Due to their occupational health orientation our nurses bring a unique understanding of many workplace issues and demonstrate a high level of ability to partner with our counselling staff to resolve work/health related personal issues.

In addition our nurses play a pivotal role in disability management (STD, WCB, LTD) , and support for attendance concerns, as well as health hazard management.

We are proud to have our Occupational Health Nurses as an integral part of our team.

**Russell E. Kelly
President**

**FROM ALBERTA TRANSPORTATION AND UTILITIES,
OCCUPATIONAL HEALTH & SAFETY, PERSONNEL BRANCH
Edmonton, Alberta**

Since the late seventies, Alberta Transportation & Utilities has participated in extensive health screening programs for employees exposed to excessive levels of silica dust, lead and noise. Early in the program, it became quite obvious that to ensure the monitoring programs were effectively delivered, a qualified Occupational Health Nurse was essential.

Initially, the Occupational Health Nurses at PAO (Personnel Administration Office) were responsible for the administration of the monitoring programs, with AT&U being responsible to ensure that the appropriate staff were enrolled (in the monitoring programs). In 1991 the department took over full responsibility of these programs and in turn, hired a full time Occupational Health Nurse.

During those years, the Occupational Health Nurses took the initiative to expand the health service program into other areas, such as ergonomics, lifestyles, etc. which proved to be beneficial to both the department and its staff. The reports received back from our workers were a group of persons who were professional and caring, who's primary concern was the health and safety of the worker. We have found their services to be invaluable.

**R. D. Huddleston, Director
Safety & Organization Development**

**FROM NORTHLANDS PARK
Edmonton, Alberta**

At Northlands the contribution of our nurses has been enormous. In conjunction with our Human Resources and Safety Committee they have provided meaningful leadership that has resulted in a safer work environment. Examples of these initiatives would include:

- *safety training - they have initiated programs that included C.P.R., first aid, back clinic and use of hearing protection and respirators,*
- *development of modified work programs that allows injured workers to return earlier to light duty and*
- *outreach programs, which ensures regular contact with injured or ill workers, thereby maintaining relationships to the workplace so that these individuals do not feel isolated.*

In addition, our nurses provide on-site emergency medical care and where necessary coordinate the further medical care for both staff and our customers. We have more than 3 million visits to our site each year. The calm and professional intervention of a nurse is a critical component of the services that we make available to our customers.

Alan Skoreyko
General Manager & C.C.O.

**FROM GOVERNMENT OF CANADA, OCCUPATIONAL AND
ENVIRONMENTAL HEALTH SERVICES AGENCY, WESTERN REGION
Edmonton, Alberta**

The Occupational Health Nurses working for Health Canada in Alberta/NWT are exceptional people that are very committed to working with departments and customer organizations to improve their occupational health and safety performance.

OHNs in our Agency are continuously involved in ongoing education and training which serves to enhance their skills and professional development. Their training and experience provide them with the ability to bring innovative and effective solutions to problems they encounter in the work site.

The federal government in Alberta/NWT has a very diversified workforce. The Occupational Health Nurses working for our agency have been involved in offering a wide range of services. The services include: Health Education, Health Promotion, Immunization, TB Screening, Health Assessments, Early Return to Work Program, Workplace Walk-through, Health and Safety Committee Participation etc.

The OHN's in Occupational and Environmental Health Services Agency of Health Canada are valuable members of our team and they play an important role in our ability to deliver quality services to our customers.

Arthur J. Murphy
Director of Operations

FROM THE CITY OF RED DEER
Red Deer, Alberta

With an aging workforce, coupled with escalating costs for benefits and sick time taken, The City of Red Deer hired its first Occupational Health Nurse some eight years ago. It was a smart decision.

Our Occupational Health Nurse has provided our staff with a positive focus on wellness, in addition to providing medical intervention with employees, doctors, WCB and others in the health care system. With a compassionate and aggressive rehabilitation program, she has been instrumental in helping injured workers return to work sooner, safer and more productively than was the case before her arrival. She has made a difference - most importantly in promoting health in the workplace and assisting injured and ill employees return to work, but also in our bottom line. We have demonstrated that she saves the organization more than twice the amount we invest in her salary.

With health issues become more complex and costs continuing to be difficult to deal with, our Occupational Health Nurse is a helpful, necessary part of health management for both employee and employer in our organization.

Grant Howell
Personnel Manager

FROM ALBERTA POWER LIMITED
Edmonton, Alberta

Our Occupational Health Nurse knows our work sites. She knows the work environment and she know how the work gets done. When one of our employees is ill or injured, the nurse knows what the employee will face in the workplace. She works with the employee and supervisor to provide the best possible opportunity for a successful return to work. Our staff can take comfort knowing that they aren't forgotten, just because they aren't at work. Someone is still working hard to ensure their success when they return ... our Occupational Health Nurse!

Graham Wilson
Manager, Health and Safety

**FROM ALBERTA ENVIROFUELS INC.
Edmonton, Alberta**

Workplace issues today are changing more quickly than at any time in our history. Organizations are faced with challenges, which require proactive actions to anticipate changing environments. Occupational Health can meet those needs for a company today. Certainly Occupational Health monitors legislative changes that may impact on the workplace, but more importantly Occupational Health specialists can help improve productivity in the workplace, customize programs that meet the needs of the workforce, maintain training and raise awareness of issues we all face today. On a daily basis Occupational Health provides emergency medical care, health and wellness promotion information, and occupies a very important link within any organization to keep a finger on the pulse of our employees and the world outside. We should all salute the work performed by Occupational Health Specialists today and in the future years ahead.

**Debra M. Windle, Manager
Organizational Development**

**FROM SUNCOR ENERGY INC., OIL SANDS
Fort McMurray, Alberta**

Occupational Health Nurses are critical to minimizing impacts to employees and business operations resulting from on or off-the-job injury/illness. Without these dedicated health care professionals seeking out continuous improvements in health programs, ongoing loss of productivity and wellness occurs. Occupational health nursing is not looked upon as an add-on service but one that is integrated into our everyday business.

**Tim Gondek, Manager
Occupational Health & Hygiene**





OUR MEMBERS

NORTH CENTRAL CHAPTER

Active & Associate Members

- Marjorie **Allred**, St. Albert
Mary Lou **Amerongen**, Edmonton
Sandra **Anderson**, Edmonton
Bonnie Jean **Bachinsky**, Edmonton
Marie **Bailey**, Fort St. John, B.C.
Sandra **Barrett**, Edmonton
Pat **Bayliss**, Edmonton
Jane **Blair**, Sherwood Park
Grace **Bowditch**,
Fort Saskatchewan
Michelle **Boyachuk**, Edmonton
Roberta **Brander**, Edmonton
Elizabeth **Butler**, Edmonton
Kathleen **Carr**, Grande Prairie
Sharon **Chadwick**, Edmonton
Dixie **Cherniwchan**, Edmonton
Nancy **Christensen**,
Fort Saskatchewan
Ellen **Coe**, Edmonton
Beverly **Dockrill**, Edmonton
Bernice **Doyle**, Sherwood Park
Freda **Doz**, Edmonton
Ruby **Dyberg**, Edmonton
Lynne **Elm**, Hardisty
Judy **Evans**, St. Albert
Toni **Fluker**, Sherwood Park
Mary **Fowler**, Fort Saskatchewan
Sharon **French**, Edmonton
Velda **Fulford**, Sherwood Park
Tanya **Gale-MacPherson**,
Fort McMurray
Edith **Gange-Harris**, Edmonton
Carlotta **Gates**, Peace River
Yvonne **Gazzard**, Fort McMurray
Zarifa **Ghazal**, Fort McMurray
Louise **Giacomazzi**, Sherwood Park
Janet **Gilchrist**, Edmonton
Carol **Graham**, Fort Saskatchewan
Barbara **Heath**, Spruce Grove
Gertie **Hegholz**, Cold Lake
Connie **Hendrickson**,
Fort Saskatchewan
Francoise **Henry**, Vegreville
Dorothy **Heward**, Edmonton
Darlene **Hilts**, Edmonton
Barbara **Holloway**, Edmonton
Carole **Hunter**, Edmonton
Karen **Jeffries**, Lloydminster
Karlene **Johner**, Edmonton
Mary **Johnson**, Edmonton
Gayle **Joyes-Bond**, Edmonton
Irene **Kroetsch**, Sherwood Park
Joyce **Lomax**, Riyadh, Saudi
Arabia
Donna **Lundell**, Edmonton
Carol A. **MacDonald**, Edmonton
Pauline **MacDonald**,
Sherwood Park
Teresa **MacDonald**, Edmonton
Norma **McDougall**, Edmonton
Pat **McLeod**, Edmonton
Johanna **McMurrer**, Edmonton
Kari **McNeilly**, Fort McMurray
Donna **Munro**, Fort McMurray
Marietta **Muscat**, Edmonton
Pat **Ness**, Edmonton
Christine **Newell-Tigeris**,
Spruce Grove
Naomi **Noble**, Fort Saskatchewan
Adeline I. **Nychka**, Edmonton
Penny **Palsson**, Edmonton

Caroline **Panteluk**, Edmonton
Patricia **Paone**, Edmonton
Valerie **Parker**, Fort McMurray
Linda **Pearson**, Grande Prairie
Audrey **Peterson**, Edmonton
Joan V. **Petruk**, Camrose
Helen **Pflughaupt**, Hinton
Kathryn **Pinder**, Fort Saskatchewan
Georgina **Plunkett**, Edmonton
Gail **Ramsden**, Fort Saskatchewan
Lauretta **Reid**, Fort McMurray
Lynn **Robertson**, Edmonton
Cheryl **Robinson**, Hinton
Jennie **Ross**, Edmonton
Nonnie **Roth**, Fort McMurray
Patricia **Ryan**, Sherwood Park
Barbara **Saint**, Edmonton
Michelle **Salesse**, Edmonton
Lynda **Sallis**, Edmonton
Allison **Santo**, Fort Saskatchewan
Lynda **Shultz**, Edmonton
Terry Cleo **Scott**, Hinton
JoAnne **Seglie**, Edmonton
Brenda **Silver**, Fort Saskatchewan
Gloria H. **Singer**, Fort McMurray

D. Lynn **Skillen**, Edmonton
Angeline **Slater**, Edmonton
Eric **Stein**, Edmonton
Ann E. **Stevens**, Edmonton
Lorraine **Stevenson**, St. Albert
Florence **Strembitsky**, Edmonton
Lois **Swontek**, Edmonton
Anne **Szabo**, Edmonton
Peggy **Szumlas**, Edmonton
Jacqueline **Taylor**, Fort McMurray
Pat **Taylor**, Bruderheim
Marian G. **Tobert**, Edmonton
John **Van Den Bijgaart**, Edmonton
Anita **Volk**, Sherwood Park
Sylvia **Wagner**, Stony Plain
Patricia A. **Walker**,
Fort Saskatchewan
Patricia C. **Walker**, Edmonton
Corrine **Wallace**, Edmonton
Marie **Wallace**, Longmont, U.S.A.
Lyn **Watamaniuk**, Edmonton
James **Wedel**, Athabasca
Barbara **Weir**, Edmonton
Carla **White**, Fort McMurray
Stephanie **Wilson**,
Vancouver, B.C.

CENTRAL CHAPTER **Active & Associate Members**

Delores **Brisbois**, Red Deer
Karen **Clinker**, Ponoka
Karyn **Greengrove**, Red Deer
Peggy **Hearonemus**, Stettler
Susan **Hocken**, Red Deer
Marie **Judd**, Leslieville
Erin **Junck**, Hardisty
Frances **Lees**, Red Deer

Bernice **Lynn**, Olds
Debra **Neary**, Red Deer
Shelly **Peyton Holt**, Red Deer
Sandra **Stewart**, Red Deer
Yolande **Stubbs**, Red Deer
Patricia **Tirpak**, Birchcliff
Carolyn **Zimmer**, Red Deer

SOUTH CENTRAL CHAPTER
Active & Associate Members

Lynne **Alexander**, Calgary
Anne **Ancelin**, Calgary
Janice **Armstrong**, Calgary
Brenda **Bannerman**, Calgary
Maria **Barnes**, Calgary
Mary **Bearnes**, Calgary
Fay **Benard**, Calgary
Jean **Bernier**, Calgary
Rosemary **Bishop**, Calgary
Heidi **Borner**, Calgary
Anna Marie **Boyes**, Calgary
Louise **Breadner**, Calgary
Gloria **Brehm**, Calgary
Gillian **Brookes**, Calgary
Joan **Bush**, Calgary
Ann **Campbell**, Calgary
Shannon **Capjack**, Airdrie
Diana **Charlebois**, Toronto, Ontario
Dee Ann **Clark**, Calgary
Linda **Clarke**, Calgary
Marilyn **Cogger**, Calgary
Lee **Costea**, Calgary
Cindy **Davis**, Calgary
Leslie **Demytruk**, Calgary
Jo-Anne **Dobell**, Calgary
Susan **Dunlop**, Calgary
Dianne **Dyck**, Calgary
Cinthia **Ehmann**, Calgary
Sheila **Fenwick**, Calgary
Penny **Gaffney**, Calgary
Marjie **Garner**, Calgary
Julie **Gerritsen**, Calgary
Maureen **Gibney**, Calgary
Carol Anne **Gilchrist**, Calgary
Patricia **Graham**, Calgary
Anne **Greco**, Calgary
Colleen **Hendricks**, Calgary
Robert **Holmgren**, Calgary
Linda **Hopkins**, Calgary

Pauline **Hutchinson**, High River
Eva **Ingram**, De Winton
Shannon **Jacobi**, Calgary
Jan **Jamieson**, Calgary
Wendy **Joel**, Calgary
Jeanne **Keith-Ferris**, Calgary
Patricia **Kelly**, Calgary
Marlynn **Kennedy**, Calgary
Shelly **Kiefer**, Calgary
Judy **Kober**, Calgary
Betty J. **Lee**, Calgary
Jeanette **Legge**, Calgary
Sandra **Lowe**, Calgary
Charlotte **MacDonald**, Calgary
Lisa **Mackey**, Calgary
Elizabeth **MacKinnon**, Calgary
Velvetanne **Madro**, Calgary
Olga **Maguire**, Calgary
Rhonda **Manthey**, Calgary
Irene **McCaffrey**, Calgary
Sheila **McGonigal**, Calgary
Michelle **McKee**, Calgary
Roxanne **McKendry**, Calgary
Judith **McLennan**, Calgary
Sharon **Monkman**, Calgary
D. Kenneth **Muir**, Calgary
Agnes **Murrin**, Calgary
Catherine **Nelson**, Calgary
Linda **Norton**, Calgary
Dianna **Oberg**, Balzac
Vicky **Olsen**, Calgary
Georgette **Osweiler**, Calgary
Lenora **Page**, Calgary
Margaret **Rabe**, Calgary
Alma **Rachansky**, Airdrie
Brenda **Raven**, Airdrie
Barbara **Ray**, Calgary
Dana **Redekop**, Calgary

Selina Reno, Calgary
Barbara Roberts, Calgary
Lynn Rogers, Calgary
Lynn Rollins, Calgary
Elizabeth Sachro, Calgary
Geraldine Sanche, Calgary
Joan Schafer, Calgary
Glenys Schick, Calgary
Lynn Scott, Calgary
Carol Secondiak, Brooks
Donna Seland, Calgary
Marilyn Siewert, Calgary
Barbara Simmons, Calgary
Elaine Simonds, Calgary
Catherine Sobuliak, Calgary

Marie Sopko, Calgary
Sylvia Sowerby, Calgary
Loral Stewart, Calgary
Roberta Styba, Calgary
Ellen Swanston, Calgary
Irene Vanover, Calgary
Karen Wagner, Priddis
Ferne Watson, Calgary
Caroline Weisgerber, Calgary
Linda Williamson, Calgary
Marilyn Woody, Cochrane
Ruth Wulf, Redwood Meadows
Wanda Young, Calgary
Linda Zaferis, Calgary
Diana Zielinski, Calgary

SOUTH CHAPTER

Active & Associate Members

Brendalyn Achtemichuk, Lethbridge
Barbara Colbeck, Lethbridge
Shirley Douglas, Redcliff
Susan Ens, Lethbridge
Shari Fletcher, Coalhurst

Edith Hepburn, Lethbridge
Donna Karl, Lethbridge
Lynn Lambert, Lethbridge
Micheline Payne, Medicine Hat
Shelly Ptolemy, Drumheller

HONOURARY MEMBERS NAMED BY THE AOHNA

1986

Ruby Meunier
 Nan Graham
 Pat Shelton
 Jean Morrison
 Mollie Wilson
 Naemi Phelan
 Eleanor Rice
 Rhoda Boon*
 Jean Clark
 Jean Lee-Lippe*
 Rose McKenzie
 Dorothy Smith
 Hazel Swenarton*
 Audrey Swinton
 Millie Tunstall*
 Barbara Walker
 Ilene Yeandale
 Betty Fulford*

1987

Ada Griffiths
 Edith Gange-Harris
 Bev Marshall **

1988

Harriet Ferrari

1990

C. Janet Clark
 Marg Muza
 Evelyn Kuzmire

1992

Judy Hickson
 Elaine Steacy

1994

Joyce Cusack

1995

Marge Olson

1996

Sophie Mandryk

1997

Liz Dawson

1998

Bobbi Calder
 Marion Johnstone

* denotes deceased
 ** denotes awarded posthumously

AOHNA RETIREEES

North Central Chapter Retirees

(alphabetical order)

A. Jean Baptist*
Rhoda Boon*
Janet C. Clark
Jean Clark
Maxine Cole
Liz Dawson
Harriet Ferrari
Betty Fulford*
Margaret Gray
Grace Johnston
Emma Luck*
Jean (Lee) Lippe*
Rose MacKenzie
Sophie Mandryk
Naemi Phelan
Georgina Plunkett
Eleanor Rice
Judy Serink*
Dorothy Smith
Donna Suggett
Hazel Swenarton*
Audrey Swinton
Mildred Tunstall*
Ilene Yeandle
Elsie Verwijk

Central Chapter Retirees

(alphabetical order)

Marg Muza
Evelyn Kusmire
Mary Reynolds

South Central Chapter Retirees

(alphabetical order)

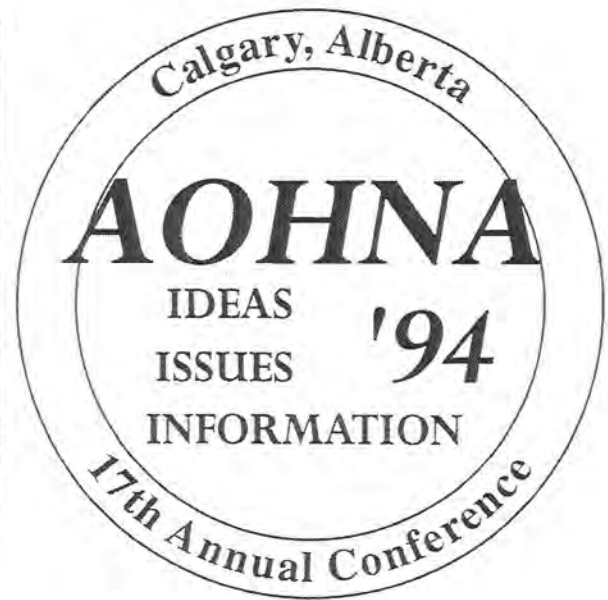
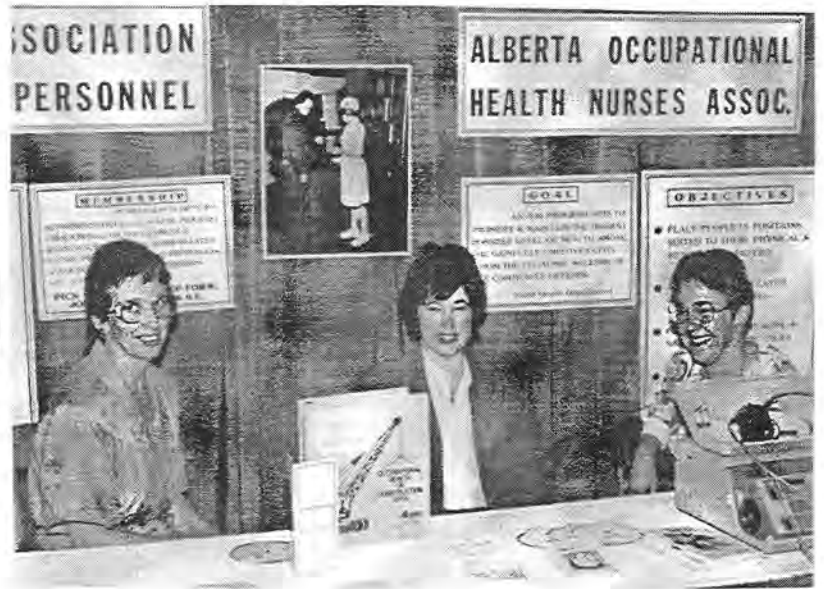
Eloise Berry
Bobbi Calder
Ruth Clark
Marilyn Cogger
Mary Ellen Conboy
Joyce Cusack
Cathi Dahlman
Melba Danielson
Fay Firth
Nan Graham
Ada Griffiths
Marj Haun
Aldyth Holder
Marion Johnstone
Shirley Marudiak
Betty McKinnon
Ann McLeod
Jean Morrison
Marge Olson
Shirley Rowat
Pat Sirois
Pat Shelton
Elaine Steacy
Ruth Zeller

South Chapter Retirees

(alphabetical order)

Judy Hickson
Donna Karl
Molly Wilson*
Joanne Wishart

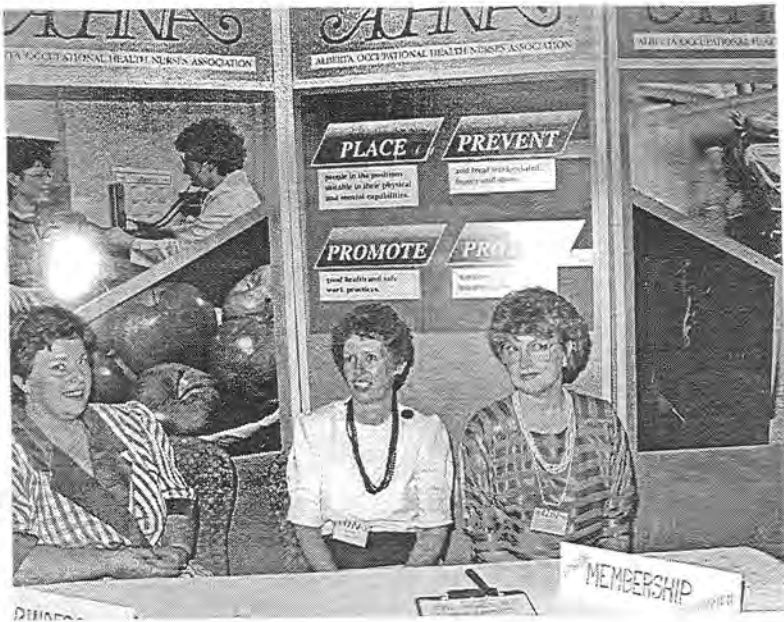
*denotes deceased



AOHNA



AOHNA



Calgary, Alberta

AOHNA

LET'S
TALK
BUSINESS '96

19th Annual Conference



P

UBLICATIONS OF THE AOHNA AND ARCHIVED MATERIALS

PUBLICATION LIST:

(by year of publication)

- AOHNA Bylaws and Constitution (1995)*
- AOHNA Recommended Role Qualifications (1995)*
- AOHNA Policies and Procedures (1995)*
- AOHNA Guidelines For Developing Quality Assurance Programs (1995)*
- AOHNA Practice Standards (1995)*
- AOHNA Confidentiality Guidelines For OHNs (1996)*
- AOHNA Self Assessment, Competency Areas For OHNs (1996)*
- AOHNA Competencies for the OHN (1997)*

BOOKLETS:

- AOHNA: Calgary Chapter 1953-1988*
- AOHNA: South Central (Calgary Chapter), 1988-1995*
- AOHNA: 50 Years In the Making (1987)*
- 70 Years of Occupational Health Nursing in Alberta - AOHNA: 20th Anniversary (1977 to 1997)*

BROCHURES:

- Alberta Occupational Health Nurses Association*
- Does Your Company Need An Occupational Health Nurse?*

AUDIO VISUAL:

- Occupational Health Nurses: A Valuable Asset (script, overheads and slides). By Eloise Berry, South Central Chapter, 1993.*

All above materials catalogued in the AARN library in Edmonton.

PROMOTIONAL INVENTORY:

- AOHNA Displays (complete with graphics)*
- AOHNA pins*
- AOHNA stickers*

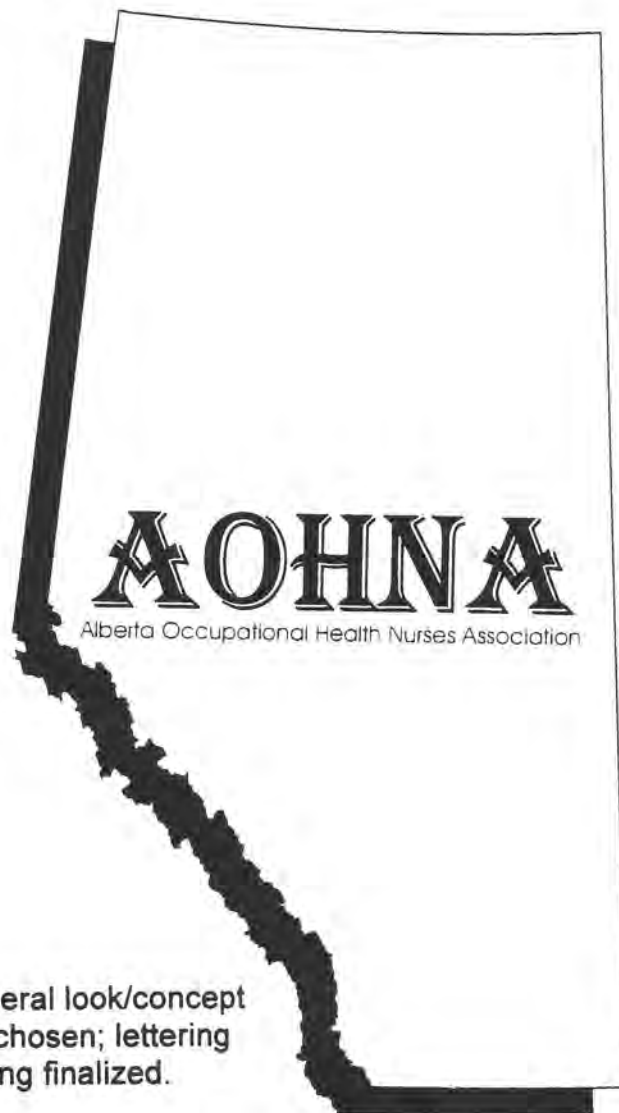
ARCHIVES:

A number of AOHNA records/minutes, newsletters, photographs and annual reports are stored in the archives of the AARN library in Edmonton.

I NTRODUCING THE NEW A O H N A L O G O . . .

In early 1998, it was identified that the Alberta Occupational Health Nurses Association needed a new, more contemporary logo. A contest was announced with the winner to receive a complimentary registration to the 1998 AOHNA Conference in Calgary.

Congratulations to Louise Giacomazzi who designed the new AOHNA logo which appears below:



*this is the general look/concept that has been chosen; lettering style is still being finalized.

L

OOKING TOWARDS THE FUTURE ...

As OHNs move into the latter part of the 1990's and into the next millennium, there are new trends emerging in the field of occupational health nursing.

Occupational health will retain its role in health surveillance and offer guidance to a number of organizations in a variety of areas. Alberta's diverse economy (plus the magnitude of various occupations across the province) will reflect the need for OHNs to be well educated and abreast of new developments. OHNs will need to continue to be innovative, flexible and resourceful.

OHNs in the workplace (or those in independent practice) will utilize technology to advance the practice of occupational health through better systems to collect and interpret data. The skills of consulting, facilitation, mediation, networking and negotiation have been and will continue to be important assets.

The role of an OHN will increasingly become one of a resource for workers and management in attaining their health and safety goals. Attendance at work will be recognized as a benefit for the employer and employee. There will be a stronger focus on "Wellness In The Workplace" as part of an employers' Business Plan. Workers will be more aware of hazards in the workplace and actively eliminate them with strong management support.

There will be more OHNs in independent practice to consult to small and medium sized companies. Small and medium sized companies who cannot afford to have a full-time employee devoted to occupational health will, at the same time, not be able to compete unless they avail themselves of these services and will do so by hiring OHN consultants.

In essence, many occupational health nurses will practice in some new settings and beyond traditional roles in future years.

M

MESSAGE FROM AOHNA 1997-1998 PROVINCIAL PRESIDENT, AGNES MURRIN

Dear Members of AOHNA:

I hope you've enjoyed reading this AOHNA History Book. We continue to reach new milestones and celebrate new anniversaries. The energy, dedication, professionalism and willingness to participate in our Association shown by our members makes these possible.

It is so important to remember the remarkable accomplishments of our colleagues - the Occupational Health Nurses of Alberta. We have tried to capture our past and present, but what of the future of AOHNA?

For AOHNA, the only constant is "change" and the next decade will be one of change. Construction, retail, trade and business sectors are predicted to grow. The challenge for us is to market to these groups. We need to market ourselves, our organization, our profession. We need to let others know of the diversified, progressive, experienced professionals that we are.

Where will the new OHN's come from? Because of immigration, some of them may be new Canadians. A number may be from other provinces.

We, as AOHNA, need to encourage nurses to become interested in the Occupational Health Field. We need to become mentors. We need to encourage members to attend our meetings, and to continue to grow in our AOHNA membership of nurses throughout the Province. We need to be a leader among the AARN interest groups. We have to support, encourage and promote general meetings and conference. Education is the key to keeping us current and at the forefront of new processes (for example, disability management). We tend to work alone, but we do not need to feel isolated. We are great at networking and sharing, and the new technologies (e-mail, internet, web pages) increase our communication vehicles. I am really proud of the way OHN's have embraced this technology.

Change is before us. Adjustment is before us. The future is before us. I am confident Alberta Occupational Health Nurses are "up to the challenge".



Agnes Murrin, B.N., R.N., COHN(C)
President, Alberta Occupational Health
Nurses Association



70