



# Hong Kong Society for Nursing Education Ltd.

P.O. Box 98898, Tsim Sha Tsui Post Office, Kowloon, Hong Kong  
<http://www.hksne.org.hk>

## Newsletter

October 2009

### Patron

Dr. LEONG Che-hung, GBS, JP

### Chairperson

Professor Frances Kam-yuet WONG

### Honorary Advisors

(in alphabetical order)

**Ms. Sannie CHAN**  
Principal Nursing Officer  
Department of Health

**Professor Sophia CHAN**  
Professor and Head  
Department of Nursing Studies  
The University of Hong Kong

**Ms. Jessie CHILDE**  
Founding Chairperson  
Hong Kong Society for Nursing Education

**Ms. Sylvia FUNG**  
Chief Manager (Nursing), Hospital Authority

**Dr. LAM Ping-yan, JP**  
Director of Health, Department of Health

**Professor Diana LEE**  
Director and Professor of Nursing  
The Nethersole School of Nursing  
The Chinese University of Hong Kong

**The Hon. Dr. Joseph LEE, JP**  
Legislative Councillor

**Dr. Susie LUM**  
Chairperson, Hong Kong Academy of Nursing,  
Preparatory Committee

**Professor Angela McBRIDE**  
Distinguished Professor and University Dean  
Emerita, Indiana University School of Nursing

**Professor Samantha PANG**  
Professor and Head, School of Nursing  
The Hong Kong Polytechnic University

**Professor Thomas WONG, JP**  
Chairperson  
The Nursing Council of Hong Kong

### Honorary Legal Advisor

**Mr. Mark LAM**

### Honorary Auditor

**Mr. Alfred YEUNG**

### Editors

**Dr. MAK Yim-wah**  
**Dr. Marie TARRANT**

## Chairperson's Message

Professor Frances Wong

### More professionalism, less bureaucracy

Dear members and colleagues,

The recent incidents of medical blunders in Hong Kong have given us a lot of food for thought. In the aftermath of these incidents, health care managers have proposed measures to enforce existing procedures or have developed new guidelines and protocols to prevent further similar incidents. Have we failed to follow the guidelines and protocols or have the guidelines failed us? Clinical guidelines and protocols are mechanisms developed by bureaucracies to ensure that members in the organization work according to set rules to avoid deviance. Compliance to the set rules, or rather the non-compliance to them, serves as a convenient explanation as to the possible cause of these incidents. Within this social climate, I fear that we, as professionals, are becoming more enslaved to these rules and regulations and are losing sight of the essence of professionalism.

One may then ask, what is professionalism? The textbook of medical sociology will provide one with a list of characteristics of professions including a specialized body of knowledge, education that takes place in higher education

institutions, autonomy, power, work that is based on social value, group identity, the existence of code of ethics, commitment to the profession, altruism motives at work and the like. Though the above list contains a certain truth, I argue here that the essence of being a professional lies within the therapeutic relationship between the professional and the client.

A therapeutic relationship embodies interactions whereby the professional can bring about positive health outcomes in the client receiving service. A machine can carry out precise job calculations and perform with meticulous technique but it has little therapeutic effect unless there is human being involved. Let me use an example of going to the airport in Hong Kong. Very often we need to take the automated people mover train to get to the gate where we will board our flight. It is not until we reach the gate and are personally greeted by the flight attendants that we feel we are welcomed on board of the airplane. Of course, if the trip is uneventful, the plane with its sophisticated machinery will take us to the destination safely. However, if the ride is rough with turbulence and

The Newsletter can be read on the web site: <http://www.hksne.org.hk>

unforeseeable events happen along the way, we hope that we have a professional pilot to make astute decisions which will ensure that the passengers are in good hands. This is exactly when professional practice is called for. We need professionals not for routine and automated practices, but situations where critical thinking and decision making are needed. Very often in these situations, in addition to dexterous skills and sound judgment, the professional need to have the ability to relate to the clients whereby the professional interaction forms an important part of the therapeutic effect. This relationship does not come from technical training but a way of thinking that is cultivated through values education and one's true commitment to the profession itself. I like the description of Friedson (1994: 200) who suggested two basic elements of professionalism which are "commitment to practicing a body of knowledge and skill of special value and to maintaining a fiduciary relationship with clients". Friedson further elaborated that professionals develop an intellectual interest in their work not to merely exercise a complex skill, but to identify themselves with it. In other words, a true professional has a deep connection to his/her work as well as to the people he/she serves. The expression of professionalism has to come from the inner self and not from the external environment through the enforcement of bureaucratic rules.

This appeal for less bureaucracy and more professionalism is not only addressed to health care managers who look after the interests of the bureaucracy but also to us as professional nurses. Nurses are easily subjected to bureaucratic organization particularly in hospital settings where nursing work is governed by routine (e.g. qid), set protocols (e.g. risk prevention) and regulations (e.g. visiting hours). The scope of nursing practice is fluid and some of the work can easily be automated in this technological era. For instance, the act of blood pressure taking can now be conducted by health care assistants and the evaluation of the normality of the readings can be executed by the set program in the machine. What remains with the essence of nursing is the exercise of a therapeutic relationship with the clients where we use our specialized knowledge and skill, not as a means to an end, but to improve the health outcomes of the clients. In this era that increasingly emphasizes technology and management, it is time to ask ourselves 'what part of us is indispensable so as to make us still worthy of providing health care service?' The insight obtained from this question will surely also provide us with greater direction for preparing our next generation of nurses.

## Reference

Friedson E. (1994) Professionalism Reborn. Chicago: The University of Chicago Press.

## 23rd Anniversary Symposium (4th April 2009)

The 23rd Annual General meeting and Anniversary Symposium took place on 4th April, 2009 at the YMCA, 4th Floor North Tower, Salisbury Road, Tsimshatsui, Kowloon, Hong Kong. The three objectives of the symposium were:

*Nurse practitioners and nurse scholars are able to:*

- examine nurses' contribution to contemporary disease management;
- discuss strategies to prepare nurses for this significant challenge; and
- analyze the processes of disease management

Speakers and delegates from the United States, China, Taiwan, Macau and Hong Kong joined the Symposium. Prof. Frances Wong, Chairperson of the Society, started off the symposium by welcoming Society Members and Distinguished Guests. The opening address was then given by Society Patron, Dr. Leong Che-Hung GBS, JP, Member, Executive Council, HKSAR Government.

We were honored to have an overseas speaker and five local speakers to share their experiences during the symposium. The Keynote Speech was delivered by Professor Jeanette Lancaster,

former Dean and Sadie Health Cabaniss Professor of Nursing at the School of Nursing, University of Virginia and currently a Visiting Professor, Department of Nursing Studies, University of Hong Kong. Professor Lancaster's spoke on "Nurses' contribution to contemporary disease management." Professor Lancaster started by introducing the definition and goal of disease management and then highlighted the need for nurses to contribute to disease management and the outcomes. She concluded by sharing the skills and competencies needed by nurses working in disease management.

In the plenary session, we were pleased to have Ms. Sylvia Fung, Chief Manager (Nursing) / Chief Nurse executive, Hospital Authority, to give a presentation on "How prepared are nurses in disease management. Ms. Fung highlighted the four aspects of disease management (medical management, behavioral management, role management and emotional management) and discussed how nurses can contribute to the care of clients with contemporary diseases. She concluded that nurses should have leadership competence and vision at the organizational, community, territory-wide and national levels. Nurse consultants Ms. Elaine Leung and Ms. Bonnie Tam from Hong Kong Hospital Authority presented comprehensive views

on the process of managing patients with diabetes mellitus and end stage renal failure management, respectively.

Speakers during the plenary session and two patient representatives, Mrs. Chan Lau Shiu Ying and Mr. Cheung Bing Nam were invited to join the discussion on nurses' contribution to disease management. This panel discussion presented a comprehensive picture of how the quality of care can be

enhanced by nurses and its significance to patient outcomes. The panel led to further discussion between speakers, patient representatives and delegates during the question and answer session. Nurses from different backgrounds shared their views. The session concluded that nurses' contribution to disease management is important both in the development of nurses' knowledge and skill competencies as well as in enhancing the quality of life of their patients.

## Opening



(Left to right) Prof. Sally Chan, vice-chairperson of the Society, Prof. Pan Yong Hua, Director, General of Education Science & Technology Department, Liaison Office of the Central People's Government in the HKSAR, Dr. Leong Che Hung, the Society Patron and Prof. Frances Wong, Chairperson of the Society.

## Keynote speaker



Prof. Jeanette Lancaster, former Dean and Sadie Health Cabaniss Professor of Nursing at the School of Nursing, University of Virginia and currently a Visiting Professor, Department of Nursing Studies, The University of Hong Kong.

## Speakers of plenary session



Ms. Sylvia Fung, Chief Manager (Nursing) / Chief Nurse Executive, Hospital Authority and Dr. Leong Che Hung, Society's Patron.



(Left to right) Mrs. Chan Lau Shiu Ying, patient representative; Ms. Bonnie Tam, Nurse Consultant (Renal), the Hong Kong Hospital Authority, Prof. Lancaster, Ms. Sylvia Fung, Prof. Sally Chan & Prof. Pan Yong Hua.



Dr. Winnie So, 1st Secretary of the Society (left), patient representative Mr. Cheung Bing Nam (centre) and Ms. Elaine Leung, Nurse Consultant (Diabetes), the Hong Kong Hospital Authority (right).

### Snapshots

Guests, Delegates, helpers and Members of the Society at the 23rd Anniversary Symposium and Lunch.



## What are some of the educational needs of nurses after graduation?

*Jeanette Lancaster PhD, RN, FAAN,*

*former Dean and Sadie Health Cabaniss Professor of Nursing at the School of Nursing, University of Virginia and currently a Visiting Professor, Department of Nursing Studies, The University of Hong Kong*

Hong Kong, like most industrialized countries, is engaged in a major health care reform initiative. In general, health care reform consists of finding ways to meet the goals of: reducing or at least stabilizing the costs of care; providing health care to more people; preventing illness and if this is not possible, more effectively treating acute and chronic illnesses; teaching people how to promote their health in order to achieve a higher standard of functioning and if possible prevent illness; providing care in the community in order to reduce hospital admissions and visits to the accident and emergency departments; and helping people live longer and more effectively in their own homes and reduce the need for long term care.

Chronic diseases play a major role in morbidity and mortality in Hong Kong with the five leading causes of death in males being: cancer, heart disease, pneumonia, cerebrovascular and chronic lower respiratory disease and in women the same top four as for men with the last one being external causes of morbidity and mortality rather than respiratory disease. Health care reform, chronic disease and the changing patient characteristics all influence the educational needs of nurses after graduation.

Where do nurses fit into the work involved in health care reform and in health promotion, disease prevention, and disease management? I think there are some important areas that nurses need to be concerned about in order to play a key role in health care and especially in a health care system that is planning to make changes in how care is delivered. These are:

- 1) Staying current in your specialty area of nursing,
- 2) continuously learning new ways to teach the current generation of learners, and
- 3) continuing your own education either through advanced degrees or continuing education.

Now I would like to elaborate on each of the three topics.

In terms of staying current, we say in nursing education that we can only teach students content that will be current

for three years. What this means is that the growth of knowledge is so large, and advances in health care and nursing are happening so quickly that facts become outdated. What we can teach in nursing education programs are some facts, but more importantly we can teach students how to think critically, solve problems, access new information and to question current practices so that they can identify when new approaches should be found and also be part of the change process for trying new approaches.

In Hong Kong practicing nurses play an important role in the education of students. Many practicing nurses serve as instructors or mentors to students. They also serve as role models. This means that practicing nurses need not only to be competent in their own practice and aware of new information and ways to care for their patients, but they need also to understand something about the current generation of learners. Nurses need to have some skills in how to teach others key elements of nursing. There is a great deal of discussion among educators about the learning needs of today's learners. When teaching young learners in the 18 to 22 year range, it is important to understand that this age group learns differently than people in their 30s and 40s and older. These learners have been raised in a time of instant communication; they look at images and listen to information more than they read or write. What this means is that we have to be flexible in our styles of teaching, willing to adapt to meet learner needs and always ready to continue learning ourselves. We must tailor our teaching to the needs of the learners rather than teach the same way that we have taught in the past. Technology is familiar to younger learners and many of them are more adept than their teachers are in using technology. Teachers, in both the classroom and the clinical area, are increasingly becoming guides and facilitators rather than lecturers. Recently, I heard a speaker who was talking about whether universities would stay the same in the future as they are today. He said "no" they would not. In the future universities will be more of a "click versus brick" style. Students will increasingly learn via the computer and other electronic

methods rather than coming to a central location to hear a lecture or see a demonstration. How many of us 10 years ago would have thought that it is academically sound to teach courses, including those in nursing, in an electronic format?

A recent report by the National Health Service in the UK health entitled, "High quality care for all" identifies six challenges facing the NHS in the 21st Century. These same challenges face most advanced nations and their health care systems and that includes Hong Kong. They are: 1) growing expectations from patients and their families of what they can expect from health care providers; 2) changing demographics as people live longer and the needs for them to live independently as long as possible and with reduced health risks; 3) health in the age of information and connectivity as people easily access information about their health and the challenge to help them learn to access accurate information; 4) the changing nature of disease where in industrialized nations the diseases are increasingly determined by the choices people make; 5) advances in treatment such home monitoring of patients with wireless technology or keyhole rather than open incision surgery, and the 6) changing health care workforce where a "knowledge economy" including health care relies on expert learning and depth of experience. What this means is that nurses need to be highly current and competent in their practice. This includes understanding how to respond to the above six challenges.

Nurses comprise the largest number of health care professionals in Hong Kong. The skills of nurses match up with what is needed to deal with the above six challenges especially those nurses who are both competent in their clinical area and also well informed in terms of health promotion, disease prevention, and management of chronic disease and disability. Nursing teachers and practitioners must be competent in the areas in which they either teach or practice. The nursing programs in Hong Kong are in an ideal position to liaise with the hospitals, both those in the public and private sectors, to identify the nursing education needs of their nursing employees and identify ways to participate in meeting these needs. This means that the staff in the Hong Kong nursing programs must remain current and competent in their knowledge and skills and find ways to be part of the solution for helping practicing nurses both remain current and competent in their clinical skills and also assist them in learning ways to more effectively teach the students for whom they are responsible in the clinical area.

Nursing educators and nursing practitioners will always be closely connected and work closely together. Educators have knowledge and skills that they can share with clinical nurses just as clinical nurses have knowledge and skills that they can share with the students. For this reason it is important that educators and practitioners communicate frequently to determine what each group needs, and how each group can assist the other group.

### Renewal of Membership

- *The term of membership starts in January each year. Old members are reminded to renew their membership by paying the Subscription Fee.*
- For renewal of membership, please fill in your subscription form together with the Subscription Fee to the Society's P.O. Box 98898, Tsim Sha Tsui Post Office. Please pay by crossed cheque made payable to 'Hong Kong Society for Nursing Education Ltd.'

## Activities' Highlights:

### 4 April 2009

23rd Annual General Meeting and Anniversary Symposium

### April 2009

Prof. Frances Wong, Chairperson and Prof. Sally Chan, Vice-chairperson, on behalf of the Society have joined the Hong Kong Academy of Nursing Preparatory Committee (HKANPC) as vice-chairperson and honorary secretary respectively. The core committee members of HKANPC had met Prof. Gabriel Leung, Undersecretary, Food and Welfare, to provide him with an update of the work of the HKANPC.

### April-May 2009

Activities of International Nurses' Day withheld due to the Swine Flu pandemic.

### 17 May 2009

Hong Kong Chinese Civil Servants' Association 95th Anniversary Celebration

Prof. Sally Chan represented the Society in attending the event. The celebration was officiated by the Chief Executive of Hong Kong Sir Donald Tsang and was well attended by the Association's members and government officials. The Society will continue to maintain strong network with the Nurses' Branches of the Association and we look forward to future collaboration.

### 20 May 2009

Prof. Frances Wong, Chairperson, Prof. Sally Chan, Vice-chairperson and some of the Society members met Fulbright scholar Prof. Tanya Whitehead at a seminar and in consultative meetings to share her views on the establishment of HK Academy of Nursing.



### 6 June 2009

Open Forum with Hong Kong deputies to the National People's Congress  
(與港區人大代表真誠對話座談會)

The Society co-organised the captioned open forum with various nursing associations. The speakers shared their experience on health care reform and economic reform in Mainland China. They also explained the roles and functions of the Hong Kong deputies to the National People's Congress. The open forum was well received by the participants.

### 18-21 August 2009

Centennial Celebration of Chinese Nursing Association (中華護理學會)

Prof. Frances Wong and Prof. Sally Chan represented the Society in attending the captioned event. The Society co-organised the Third Nursing Conference on Advanced Practice which was part of the Centennial Celebration programme. In this Conference, Prof. Wong presented on issues and development of Advanced Nursing Practice and Prof. Chan presented on mechanism of professional accreditation. Six Advanced Practice Nurses from Hong Kong also shared their experience in the Conference. Major discussion topics included the roles of the Advanced Practice Nurse in diabetes care, community care, intensive care; mental health care, palliative care, and stoma care.

### **Upcoming events (members are cordially invited to take part in the following activities, please contact us if you are interested)**

#### 19 September 2009 (Sat)

60th National Day Anniversary

The Society is a member of the Hong Kong Health Services Sector the 60th National Day Celebration Committee. The programme of the Celebration consisted of a gala dinner at the Hong Kong International Trade & Exhibition Centre on 19 September 2009 evening, and a conference with the theme 'Healthy Nation, Healthy Hong Kong' in the morning at the Salisbury YMCA. There will also be a professional visit to Beijing from 31 October- 4 November 2009.

#### 14 November 2009 (Sat)

The Society will co-organize a conference with the Sino-Portuguese Nurses Association (中葡護士會) on 14 November 2009 in Macau. Theme of the conference is 'Disease Management'. Details of the conference could be downloaded at the Society's website: <http://www.hksne.org.hk>.



# Hong Kong Society for Nursing Education Ltd.

P.O. Box 98898, Tsim Sha Tsui Post Office, Kowloon, Hong Kong  
<http://www.hksne.org.hk>

**The Mission of the Society is to achieve excellence in nursing service through the enhancement of quality nursing education.**

## SUBSCRIPTION FOR MEMBERSHIP (January - December 2010)

### Notes

1. Please complete the form in English (except the Chinese name if any) and in block letters.
2. In compliance to the Personal Data Ordinance, the use of your personal particulars will be restricted to the Society only.
3. Please mail the completed form and a crossed cheque (for payment by cheque) payable to "Hong Kong Society for Nursing Education Ltd." to PO Box 98898, Tsim Sha Tsui Post Office, Hong Kong.
4. Receipt will be issued to you when the subscription is accepted. (Please allow 4 weeks for processing)
5. No membership card will be issued. Please keep the receipt for your own reference.
6. Whenever a member pays the subscription fee, the annual membership always starts in January and ends in December of the same year.
7. The Society is a "Continuing Nursing Education" Provider and a provider of "Post-registration Education in Midwifery" accredited by the Nursing Council of Hong Kong and the Midwives Council of Hong Kong respectively.
8. Categories of membership are:

Category	Eligibility	Subscription Fees*
Full Member	Qualified nurse educator, or registered nurse whose area of responsibility involves basic / post-basic nursing education	HK \$100 per annum
Associate Member	Any person who is not a registered nurse but interested in nursing education	HK \$100 per annum
Affiliate Member	All full-time students undergoing hospital / tertiary based nursing program	HK \$50 per annum
Life Member	Any full member paying an one-off life membership fee	HK \$1,000

\* No initial fees for new members or re-joining members are required.

Subscriber's Personal Information			
Name in English:  (Surname) <input type="text"/>	Name in Chinese:  (Other Names) <input type="text"/>	Title: <input type="checkbox"/> Ms <input type="checkbox"/> Mr <input type="checkbox"/> Dr <input type="checkbox"/> Prof	
Gender: <input type="checkbox"/> Female <input type="checkbox"/> Male			
Organization/Institution: <input type="text"/>	Position: <input type="text"/>		
Correspondence Address: <input type="text"/>			
Phone No.: <input type="text"/>	(Office / Home) <input type="text"/>	(Mobile / Pager) <input type="text"/>	
E-mail: <input type="text"/>	Fax No.: <input type="text"/>	(Office / Home) <input type="text"/>	
Subscription for (Please tick the appropriate box):			
<input type="checkbox"/> Full Member (HK\$100) <input type="checkbox"/> Affiliate Member (HK\$50)	<input type="checkbox"/> Associate Member (HK\$100) <input type="checkbox"/> Life Member (HK\$1,000)		
Please select the appropriate item for reference on the right:			
<input type="checkbox"/> New Member	<input type="checkbox"/> Renewal		
Details of the Payment:	Autopayment <input type="checkbox"/> *Please fill in the Direct Debit Authorisation		
	By Cheque <input type="checkbox"/>	Name of Bank: <input type="text"/>	
	Cheque No.: <input type="text"/>	Amount: <input type="text"/>	
Subscriber's signature: <input type="text"/>	Date: <input type="text"/>	(dd) <input type="text"/>	(mm) <input type="text"/>
(yy) <input type="text"/>			

### OFFICE USE ONLY

Subscription accepted: <input type="checkbox"/> Yes <input type="checkbox"/> No	Receipt No.: <input type="text"/>	
1 <sup>st</sup> Enrolment: (year) <input type="text"/>	Membership No: <input type="text"/>	Receipt sent on: <input type="text"/>
Remark: <input type="text"/>	Debtors reference: <input type="text"/>	M & A / Welcome letter sent on: <input type="text"/>