



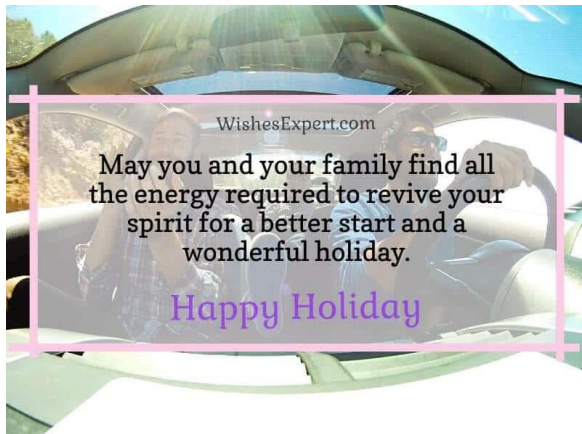
FLORIDA STATE ASSOCIATION of
OCCUPATIONAL HEALTH NURSES



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Florida Mission Statement

The mission of Florida State Association of Occupational Health Nurses, Inc. is to advance the profession of occupational and environmental nursing in the state of Florida.

To fulfill this mission, we:

- support the mission of the American Association of Occupational Health Nurses.*
- promote professional excellence and opportunities through education and research.*
- support standards of professional practice and a code of ethics.*
- influence legislative, regulatory and policy issues.*
- promote internal and external communications.*
- establish strategic alliances and partnerships.*

Relax

Refresh

Rejuvenate

President's Report Stephanie Weinsier

60 years!

*Advancing the profession of occupational and environmental nursing
in the state of Florida since 1961*



The FSAOHN Board of Directors' and FOHC Planning Committee are grateful to send warm holiday wishes to you, your families, and your friends this year! As you gather to observe your expressions of gratitude, get stuffed, talk turkey, and count your blessings, remember that we at FSAOHN are grateful for all of our Members, Supporters, Sponsors, Vendors, Leaders, and Volunteers who have continued to hang in there and stick by us through thick and thin! This has not been an easy year for all, and we are so grateful for all that you continue to do to serve your families, friends, loved ones, patients, and communities. Now, take some time for yourself, renew your spirit, recharge, appreciate all you have done to get to this point today and appreciate being in the "now". I think this is required and we must celebrate that before we can look toward the next day, month and year! You may know all about insulin stacking, but have you heard of [emotional stacking](#)? My gift to you: check out [emotional regulation](#) and consider downloading the [3 Emotional Intelligence Exercise PDFs](#) from Positive Psychology.

While this year has not turned out how we had hoped, we are looking forward to supporting [AAOHN and the National Conference](#) in Pittsburgh, PA, the home state of our current National AAOHN President Kim Olszewski. Connecting Workers to a Culture of Health, AAOHN National Conference will be held on March 28-30, 2022, featuring an immersive education experience that will inspire and empower you to be a valued business leader that focuses on health and safety to impact the bottom line, and offering up to 34.75 continuing nursing education hours. The program planning committee (including FSAOHN Board Members myself and Tessa Stanaland) has been hard at work to present a diverse [program](#) including professional development workshops (COHN/COHN-S Review Course, Leadership Institute, NP Grand Rounds, and a Safety Tour) and various specialty-focused general and concurrent sessions. [Register](#) ASAP! We are also proud to support the AAOHN Foundation with a donation to support their mission of advancing knowledge in occupational and environmental health through awarding grants and scholarships to OHNs to support ongoing education and research; the Foundation provides opportunities for OHNs at various stages of their careers as they serve workers and communities to keep the world working and open! The Foundation [applications for scholarships and grants are now open](#)! Also, 2022 AAOHN Awards Applications are now open with deadline for submission 11/30/2021. Visit the page for more information: [AAOHN Awards and Recognitions](#)

Our FSAOHN Conference Planning Committee is always working to put together a robust State Conference and we are planning for an awesome in-person event to be held in Orlando at the Orlando World Marriott on September 23-25, 2022 SAVE THE DATE we can't wait to see you! Please feel free to contact us at fsaohnmail@gmail.com or Carson @ chfaris317@cox.net if you are interested in volunteering on the Conference Committee.

Stephanie Weinsier, DNP, ANP-BC, COHN-S, FSAOHN, FSAOHN President

Membership

We Need You and We Need Each Other!

Becoming a member helps ensure that you have a connection to other professionals within your field of specialty. Networking and getting to know each other enables us to compare what works, find out what other companies are doing in occupational and environmental health and safety, and ensures we stay connected and relevant to each other, our profession, the companies we serve, and the communities we support!

The professional organization works hard to ensure you have up to date information on legislation, regulation, safety, advocacy, research that can be translated to practice for various practice settings, and opportunities for education, leadership, and professional development. FSAOHN offers many opportunities to get involved from simply being a member (the organization cannot exist without each and every member), to advocating for the profession and organization by mentoring or seeking mentorship, to volunteering as a committee person or leader! All these activities support your personal and professional development, boost your resume, and can set you apart within your job as your leaders and companies see all you are learning and bringing back to your role! We ask that you please: maintain your membership, seek others to join/rejoin, and connect with others in some way even if just to say hi, nice to meet you! We have been strong for 61 years and want to continue to thrive in FL!

October – December 2021

Physical Assessment for the Occupational Health Nurse- ONLINE

Friday, October 22 - Friday, December 31, 2021

Virtually through the University of Michigan's Center for Occupational Health and Safety Engineering

<https://cohse.umich.edu/event/physical-assessment-for-the-occupational-health-nurse-online/>

Become the Leader You're Meant to Be

AAOHN's Leadership Institute-an on -demand leadership webinar series is now available! Become the leader you aspire to be by diving into the programming-offering individual webinars or full package. Recordings available through October 31, 2023

Are You Prepared to Handle Chronic Conditions in the Workplace?

AAOHN's Chronic Conditions Series expands your knowledge and offers up-to-date evidence-based practice for preventing, identifying, assessing, and treating chronic diseases. According to the CDC data on chronic conditions, adults are managing one or two chronic conditions; most of these cannot be cured, but they can be managed to reduce their effect on people's lives and health.

Award Nominations

Learn more about the annual FSAOHN Awards and think about recognizing someone who has implemented a unique method of occupational health nursing or demonstrated excellent leadership abilities. If someone has mentored or inspired you or others or improved the delivery of occupational health nursing care, volunteered their time as a retiree, or simply gone above and beyond the call of duty, LET THEM KNOW with an Award Nomination! **Simply click on the link below and recognize your OHN peers.**

~Nurse, Provider, Retiree, and Employer of the Year ~Best Practice ~ Unique Leader

Complete an application @ <https://fsohn.nursingnetwork.com/>
Just Click on the "resources" tab and select award
Submit nomination applications

Calling Sponsors and Exhibitors for FOHC

The Florida Occupational Health Conference (FOHC) is held annually.

We are all continuing to find ways to emerge from one of the most challenging times in our careers.

We are all struggling to find the "new normal" both at work and in our daily lives!

This includes the FOHC Planning Committee as we plan a conference that is safe, inclusive, and fosters our mission to provide research, education, and networking opportunities for our members and partners.

We have always relied on our partners to support our organization and this year is no different. The conference is a great time to meet our suppliers and business partners and have some "fun" time with them in our Exhibitor Hall. Please, ask your business partners, providers, employers, and any potential parties to serve as an Exhibitor or Sponsor. We could not host our conference without their help! The opportunity to network with these business partners, sponsors and exhibitors, and other OHNs is priceless! Just direct them to our Sponsor/Exhibitor Chairperson Annabelle Harte: Annabelle.harte@premisehealth.com

We love our Sponsors & Exhibitors!!!

Florida Occupational Health Conference

September 23-25, 2022

Orlando World Center Marriott

Legislative Update

Important Update for RNs, LPNs and CNAs:

[House Bill 608 Passes Legislature-Impact to RNs, CNAs, and APRNs](#)

These updates impact autonomous APRN practice and authorization of RN delegating tasks to CNAs or home health aides

National Council of State Boards of Nursing has endorsed a policy statement, along with other nursing organizations, titled [Dissemination of Non-scientific and Misleading COVID-19 Information by Nurses](#) to address the misinformation being disseminated about COVID-19 by nurses. Check it out today!

[Florida is a Member of the Nurse License Compact \(NLC\).](#)

Multistate RN/LPN license holders can work in Florida. Learn more about the Nurse Licensure Compact, check out the map, and keep up to date with the state responses to COVID-19 and which states have emergency licensing waivers/extensions [here](#)

Holiday Toy Drive and Virtual Event

Looking for a worthy cause to donate to for the holidays?

Sleigh the Season to Benefit Kids in Distress

Join Kids in Distress by making the holidays #KIDpossible! making the season merry and bright for the 20,000+ children and families served by Kids in Distress and Family Central. Individuals can make a donation, fundraise, shop directly from Amazon Smile and have a gift sent through the Amazon Smile Wish List, or host a gift drive <https://www.sleightheseason.org/>

Join South Florida Council of Advanced Practice Nurses in Ending the HIV Epidemic Together by attending a World AIDS Day 2021 Event virtually December 8, 2021 6:30-7:30 pm EST

[Flyer](#)

[Register here](#)

RNs and APRNs: "This education activity will be submitted to the American Association of Nurse Practitioners® for approval of up to 1 contact hour of accredited education."

Research Manuscript

A Classic Recycled from CUE 4th Qtr 2011

Yes, Virginia, Occupational Health Nurses CAN Suffer from Compassion Fatigue

Stephanie Thatcher Weinsier, DNP, ANP-BC, COHN-S

As Occupational Health Nurses (OHNs), we know how to dole out advice, when to refer our clients to Employee Assistance Programs (EAP) or acute psychiatric care facilities, and how to expertly nurture our fellow OHNs and co-workers. Yet, in spite of this, are we able to recognize distress in ourselves, self-nurture, and seek care from the appropriate referral sources when necessary? My guess is that, as nurses, many of us have learned to cope through a mechanism I like to call “sucking it up”, a concept in which we shove our concerns aside and deal with the issue at hand, often putting other’s (clients, family members, friends, etc.) needs first. This is inherent to nursing; we are all guilty of postponing the most basic self-care practices. This occurs when we put off meal and bathroom breaks, work overtime, or come to work ill or at less than optimal functioning due perhaps to a personal stressor and often requires postponement or cancellation of our usual self-care strategies and coping mechanisms (time with family/friends, exercise class, personal time, extra rest or downtime, e.g.). But, can this type of maladaptive coping process mount over time and lead to poor work/life balance and, possibly, personal sacrifice and suffering? Yes, this is known as burnout or, more acutely, compassion fatigue.

I suspect that many OHNs were drawn to the occupational health field through self-recognition of physical, emotional and/or spiritual depletion while caring for patients in acute care settings such as hospitals, hoping that a career change would help alleviate a further decline. This combination of physical, emotional and spiritual depletion associated with caring for patients in significant emotional pain and

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physical distress is identified as compassion fatigue (Anewalt, 2009; Figley, 1995). A concept found often in emergency room personnel and first responders who “lost their ability to nurture” (Joinson, 1992), compassion fatigue can be experienced by nurses in any specialty (Lombardo & Eyre, 2011).

According to Lombardo and Eyre, it is a unique form of burnout that affects individuals in caregiving roles who experience a traumatic event emotionally by caring for a patient (Sabo, 2006). This may lead to inadequate self-care behaviors and increased self-sacrifice in the helper role (Figley, 1995). The symptoms of burnout and compassion fatigue, according to Lombardo and Eyre, are similar with the distinguishing factor being onset of symptoms and the effect upon the caregiver’s role. Compassion fatigue, they say, can have a more acute onset and may precipitate over-involvement in patient care, whereas burnout is more progressive often causing indifference, disengagement, and withdrawal from patients and the work environment. I suspect that compassion fatigue and burnout can carry over to nurses’ personal lives too, manifested through over-involvement in the lives of our loved ones and friends or disengagement and withdrawal, as nurses tend to nurture others both professionally and personally.

A combination of work-related symptoms (avoidance/dread of working with certain patients, reduced ability to feel empathy, frequent sick day use, lack of joyfulness), physical symptoms (headache, digestive problems, muscle tension, sleep disturbance, fatigue and cardiac symptoms), and emotional symptoms (mood swings/irritability, restlessness, oversensitivity, anxiety, substance use, depression, anger/resentment, loss of objectivity, memory issues, poor concentration) are encompassed in compassion fatigue (Lombardo & Eyre, 2011). Often, help and guidance from a mentor, consultant,

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supervisor, or professional counselor is needed to assist the nurse with a personalized assessment and development of a personal intervention plan that includes a relentlessly carried out self-care plan in an attempt to enhance a calm state (Jones, 2005).

When developing a personal intervention plan to overcome compassion fatigue, the first step is to review available resources in the workplace and community (EAP or chaplain, e.g.). Developing an action plan that includes positive self-care strategies and healthy daily rituals that replenish personal energy levels and enhance feelings of well-being or pleasure are a must. As an Occupational Health Nurse Practitioner, I regularly advise patients to “find something you enjoy doing, do it every day and plan/look forward to it!” Vital to the success of this action plan is a commitment to self-care that ensures adequate nutrition, hydration, sleep, and exercise.

Creation of a relaxation station or center with soothing wall color, comfortable chairs, and soothing sounds (i.e., waterfall, music) may promote relaxation and provide comforting stress relief either at home or in the workplace. Journaling, meditation, and acknowledging the demands of personal caregiving (caring for children or elderly family members) are other positive self-care strategies. Additional measures might include seeking professional assistance to foster basic communication skills and self-care strategies, help establish boundaries in relationships, and learn strategies to resolve interpersonal relationship problems (Boyle, 2011). The benefits of addressing compassion fatigue among OHNs will likely result in improved job satisfaction, improved emotional and physical health at home and in the workplace, and an improved workplace environment by improving productivity and reducing staff turnover (Lombardo & Eyre, 2011). This will require us to not only put our needs first at

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times, but to be introspective of ourselves, empathetic toward our co-workers and clients, and to utilize appropriate professional resources when necessary.

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Leadership Link

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Contact Us @ fsaohnmail@gmail.com