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**Call for Nominations for CARE Centre for Internationally Educated Nurses  
Joan Lesmond IEN of the Year Awards 2018 (revised April 2018)**

***Submission Deadline: September 14, 2018***

**Background**

Dr. Joan Lesmond, an internationally educated professional, passed away in October 2011 at the age of 59. As a nurse, educator, advocate and mentor, Joan had a profound and widespread impact on the nursing profession and community-based healthcare. She was active in many nursing associations and was an early advisor to CARE Centre, which founded the IEN of the Year Award in her name for the organization’s 10th anniversary.

**What it means to win the IEN Joan Lesmond Award (quotes from award recipients)**

***Gaynor Quieros, 2017 RN Recipient***

“For me, the JLA means being recognised for nursing practice in Ontario. Being nominated was an honour, I was surprised and delighted. Winning the award was unbelievable, I found out while waiting in my car. I cried tears of joy and couldn’t wait to tell my family friends and colleagues. In honour of Joan Lesmond, I decided to donate my prize $$ to 2 local homeless shelters to help with Christmas expenditure.  I believe Joan would have approved.”

***Derrick Ntungwe, 2017 RPN Recipient***

“IENs, transitioning into practice in Canada face common challenges. We pass through rigorous selection steps even in tasks that we are proficient at when it comes to opportunities. Employers have some degree of doubt in our ability to deliver. It takes an extra effort to prove your worth and win their hearts. Formal recognition for excellence like the JLA award is a significant step in countering this barrier. I have benefited from it, and I think you would, too. I received my award on Wednesday the 13th of December 2017. On Friday the 15th of December, the regional director of my company called to recommend me for a supervisory role. In normal circumstances, even if I had applied for the position before the award, I wouldn't have been selected for the interview, much less chosen for the job. This is why I encourage IENs to send in their application for the award. It is very helpful.”

**Nomination Process & Selection Criteria**

CARE Centre’s Joan Lesmond IEN of the Year Awards are presented each year to one member RN and one member RPN. The process for selection of the recipients for CARE Centre’s Joan Lesmond IEN of Year Awards is as follows:

**Nominator(s):**

Any one of the following can submit a nomination:

* Nurse Manager and/or Administrator
* Team Leader, Clinical Educator or Preceptor
* Peers (nurses, a health care discipline team member, physicians)
* Patients/Clients and Families
* CARE Centre Case Manager
* Internationally educated nurse (IEN)

The IEN may self-nominate by submitting two endorsements from any of the following:

* Nurse Manager and/or Administrator
* Team Leader, Clinical Educator or Preceptor
* Peers (nurses, a health care discipline team member, physicians
* Patients/Clients and Families
* CARE Centre Case Manager

**Criteria for Selection:**

To be eligible for the award, the IEN who is being nominated has to:

* be currently registered in Ontario with The College of Nurses of Ontario (RN or RPN)
* be working in a nursing practice environment in Ontario for at least one year
* be a member of CARE Centre for IENs
* consistently demonstrate professionalism in nursing practice as defined by the College of Nurses of Ontario
* submit a 500 word essay with the application on her/his personal story or experience. This essay should demonstrate the nominee’s personal commitment to nursing and their courage, resilience and passion as an IEN.
* submit two signed endorsements or completed nomination form

**Review Process:**

A sub-committee of the Board of Directors that consists of a panel of 4-6 individuals including the Executive Director, Board members, the previous year’s award recipients and representatives from professional associations and academic partners will review and recommend the selected winners to CARE Centre’s Board of Directors. Final selection of the award winners will be made by CARE Centre’s Board of Directors.

**Submission:**

Submit nominations before (DATE) via any of the following:

Email: ienaward@care4nurses.org

Fax: 416-226-5300

Mail: CARE Centre for Internationally Educated Nurses

128A Sterling Road, Suite 202

Toronto, Ontario. M6R 2B7

**Deadline:** Friday September 14, 2018

**Inquiries**:

Please call 416-226-2800 or

e-mail cleblanc@care4nurses.org with the subject line Joan Lesmond IEN Awards Nominations

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**CARE Centre’s Joan Lesmond IEN of the Year Awards**

**2018 Nomination Form**

***This is a self-nomination Yes\_\_\_ No\_\_\_***

**Nominee:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Nominator(s):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Role and Relationship of Nominator(s) with Nominee:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Nominee’s Current Place of Employment:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Is the Nominee currently registered in Ontario as RN or RPN?\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

How long has the Nominee been working at the current place of nursing employment?\_\_\_\_\_\_\_\_\_\_

If less than one year, please list previous employer(s):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Is the Nominee a member of CARE Centre for Internationally Educated Nurses? Yes\_\_\_No\_\_\_\_

Please provide a written paragraph (or letter of reference) containing examples of how the IEN being nominated demonstrates the criteria of being exemplary in their professional knowledge, practice and team work. The more the nominee’s exceptional behaviour is illustrated with real-life examples, the better the selection committee understands why the RN or RPN should receive the award.

***Please note: feel free to include supporting information or feedback from Peers, Patients/Clients or Families.***

***You must provide at least TWO examples that demonstrate each of the following:***

Link to CNO competencies <https://www.cno.org/globalassets/docs/reg/41037_entrytopracitic_final.pdf>

Professional Responsibility and Accountability:

Demonstrates professional conduct; practices in accordance with legislation and the standards as determined by the regulatory body and the practice setting; and demonstrates that the primary duty is to the client to ensure consistently safe, competent, ethical nursing care.

Specialized Body of Knowledge:

Draws on nursing knowledge and ways of knowing, along with knowledge from the sciences, humanities, research, ethics, spirituality, relational practice and critical inquiry.

Competent Application of Knowledge: Demonstrates competence in the provision of nursing care, using the nursing process, critical inquiry and reflective practice.

Ethical Practice: Demonstrates competence in professional judgments and practice decisions by applying the principles implied in the code of ethics or ethical framework for registered nurses and by utilizing knowledge from many sources. Establishes therapeutic, caring, and culturally safe relationships with clients and health care team members based on appropriate relational boundaries and respect.

Service to the Public: Demonstrates an understanding of the concept of public protection and the duty to practice nursing in collaboration with clients and other members of the health care team to provide and improve health care services in the best interests of the public.

Self-Regulation: Demonstrates an understanding of professional self-regulation by developing and enhancing own competence, ensuring consistently safe practice, and ensuring and maintaining own fitness to practice.

If self-nominating, two (2) endorsements are required in the form of signatures from any of the following:

Nurse Manager and/or Administrator

Team Leader, Clinical Educator or Preceptor

Peers (nurses, health care discipline team members, physicians)

Patients and Families

CARE Centre Case Manager

**Endorsement(s) from: (name, role, organization)**

By putting your name to this document you are acknowledging that you have read the examples (1-6) above and agree the nominee has demonstrated each in an exemplary manner.

1. Endorser #1

Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Organization:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Position:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Endorser #2

Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Organization:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Position:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Are you willing to participate in an evaluation about this Award Process in the future?**

No\_\_\_ Yes\_\_\_

Telephone #:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Joan Lesmond Award Nomination Form Rating Scale – April 2018**

**(to be completed by the Nominee, Nominator or Endorser)**

Name of Nominee:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Name of Nominator/Endorser:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Category: Please check one: RN \_\_, RPN \_\_

*Please rate criteria on a scale from 0 to 5 and provide comments.*

0-absent, 1-fair, 2-good*, 3-very good, 4-excellent, 5-exceptional*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **CRITERIA** | **0** | **1** | **2** | **3** | **4** | **5** |
| 1 | **PROFESSIONAL RESPONSIBILITY AND ACCOUNTABILITY:**  Demonstrates professional conduct; practices in accordance with legislation and the standards as determined by the regulatory body and the practice setting; and demonstrates that the primary duty is to the client to ensure consistently safe, competent, ethical nursing care.  ***Two examples demonstrating the above***: |  |  |  |  |  |  |
| 2 | **SPECIALIZED BODY OF KNOWLEDGE:**  Draws on nursing knowledge and ways of knowing, along with knowledge from the sciences, humanities, research, ethics, spirituality, relational practice and critical inquiry.  ***Two examples demonstrating the above***: |  |  |  |  |  |  |
| 3 | **COMPETENT APPLICATION OF KNOWLEDGE:**  Demonstrates competence in the provision of nursing care, using nursing process, critical inquiry and reflective practice.  ***Two examples demonstrating the above***: |  |  |  |  |  |  |
| 4 | **ETHICAL PRACTICE:**  Demonstrates competence in professional judgments and practice decisions by applying the principles implied in the code of ethics or ethical framework for registered nurses and/or registered practical nurses and by utilizing knowledge from many sources. Established therapeutic, caring, and culturally safe relationships with clients and health care team members based on appropriate relational boundaries and respect.  ***Two examples demonstrating the above***: |  |  |  |  |  |  |
|  |  | **0** | **1** | **2** | **3** | **4** | **5** |
| 5 | **SERVICE TO THE PUBLIC:**  Demonstrates an understanding of the concept of public protection and the duty to practice nursing in collaboration with clients and other members of the health care team to provide and improve health care services in the best interests of the public.  ***Two examples demonstrating the above***: |  |  |  |  |  |  |
| 6 | **SELF-REGULATION:**  Demonstrates an understanding of professional self-regulation by developing and enhancing own competence, ensuring consistently safe practice, and ensuring and maintaining own fitness to practice.  ***Two examples demonstrating the above***: |  |  |  |  |  |  |

TOTAL Score\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_/30

**PERSONAL ESSAY BY NOMINEE**

Please include a personal essay about your experiences. This essay should demonstrate your personal commitment to nursing. Your own “story” will also be assessed as part of this nomination. The reviewers will be looking at your story for indicators of courage, resilience, passion. The essay should be typed in the space below. Essays over **500 words will not be read. MUST BE INCLUDED WITH ORIGINAL SUBMISSION.**

**Please feel free to discuss with colleagues/manager/supervisor to assist you with this process. Alternatively, contact your CARE Centre Case Manager for assistance.**