



The Israeli Breast care Nurses as a Learning Organization

Livia Kislev, M.A., R.N.

Israel Cancer Association



According to Peter Senge **Learning Organizations** are:
...organizations where people continually expand their capacity to create the results they truly desire, where new and expansive patterns of thinking are nurtured, where collective aspiration is set free, and where people are continually learning to see the whole together.



Introduction

Since 1996, the role of the Breast Care Nurse is supported and funded by the Israel Cancer Association.

There are now about 40 Breast Care Nurses working in different centers in Israel.



Introduction (cont.)

This unique working group of BCNs meets every few weeks in the Israel Cancer Association.

These regular meetings of the Breast Care Nurses are especially to train the group, discuss common concerns, consulting with each other, developing some new ideas and for a social gathering.



The Curriculum for the BCNs in Israel

a. Formal education

The BCNs have **academic degree**.

They all have also a **certificate in advanced course in general oncology**.

The oncology module includes 329 hours of theoretical study and 160 hours of clinical practice.



The oncology module of advanced course in oncology, Recognized by the ministry of health in Israel

| The subjects | Number of hours of study |
|---|---------------------------------|
| Introduction to Oncology | 35 |
| Oncology diseases: Patho-physiology, diagnosis and treatment | 70 |
| Hemto-oncology disease: Patho-physiology, diagnosis and treatment | 28 |
| Pediatrics oncology and hematology | 28 |
| Treatments in Oncology - Types and principles | 49 |
| Emergencies and complications in oncology | 21 |
| Palliative care- signs and symptoms management | 42 |
| Oncology patient and his family | 35 |
| Stress and burnout of staff | 21 |
| Total of theoretical program | 329 |
| Total of clinical practice | 160 |
| Total | 489 |



The Curriculum for the BCNs in Israel

b. Informal education

Invited speakers on various topics (Innovations in treatments for breast cancer, Neuropathy, Breast reconstruction, fertility....)

Workshops on various topics ("Couples coping with cancer", "Who handles the therapist?", "Decision making", "Nurses coping with their advanced breast cancer patients"....)

Participating in meetings and study days organized by the Israel Society for Mastology



b. Informal education (cont.)



Attending courses on various topics within the Israel Cancer Association
(Aspects in Psych-oncology, Sexuality...)

Study days within the activities of the Israel Oncology Nursing Society

Seminars on various topics within the activities of the Israel Oncology
Nursing Society (Leadership, Management, Good Clinical Practice,
Geriatric Oncology...)



b. Informal education (cont.)



Journal clubs

Conducting research

Learning through **training of nurses from other countries**

Learning through **presentations in conferences**

Learning through **lectures in the community to healthy population**
related prevention and early detection of breast cancer

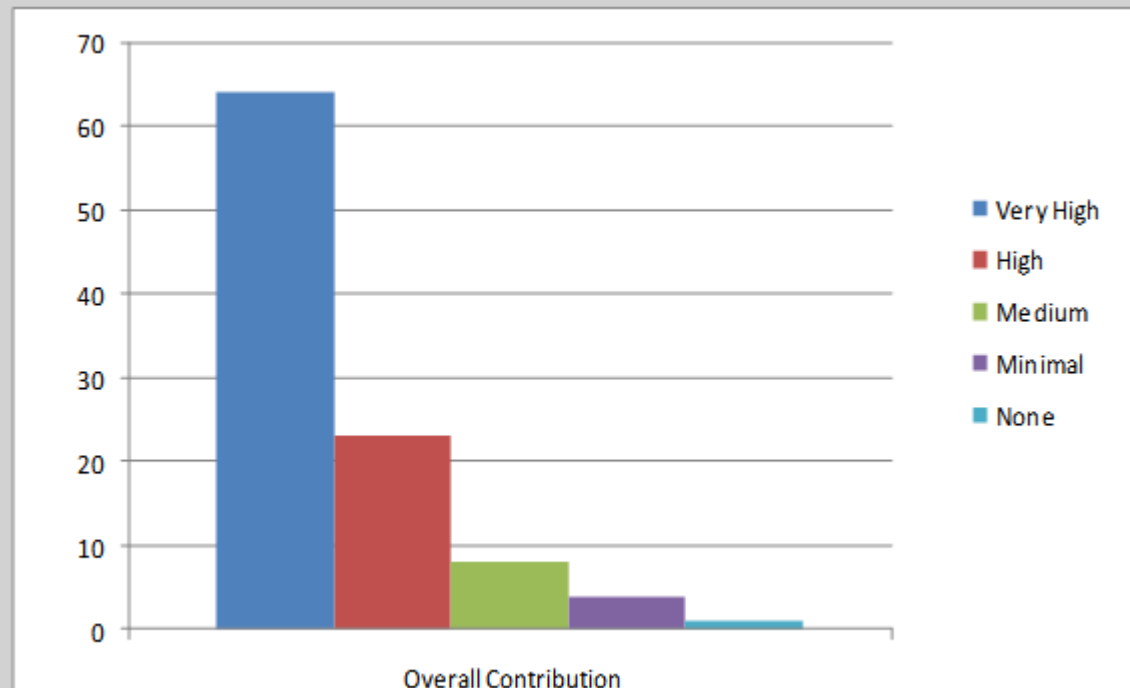


Perceptions of Israeli women with breast cancer regarding the role of the breast care nurse : A multi-center study (a)



87% of the women reported that the **general contribution** of the BCN was very high or high

(Internal reliability: Cronbach alpha 0.87)





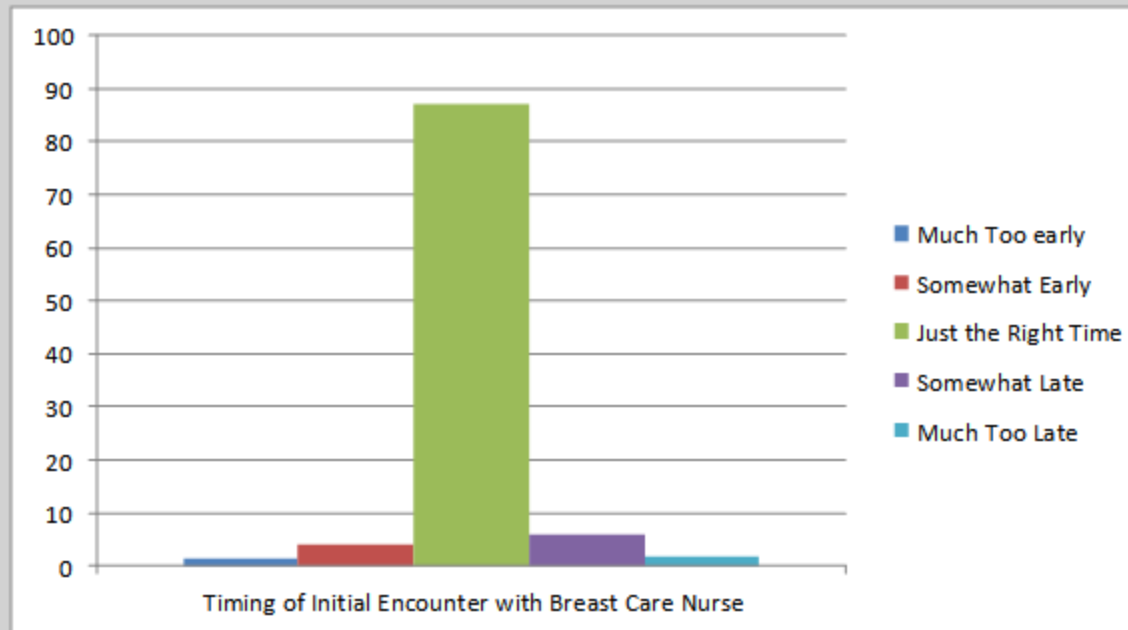
Perceptions of Israeli women with breast cancer regarding the role of the breast care nurse : A multi-center study (b)



Timing of Initial Encounter with Breast Care Nurse (%)

87.1% of the women thought that it was the right timing for them

(Internal reliability: Cronbach alpha 0.87)

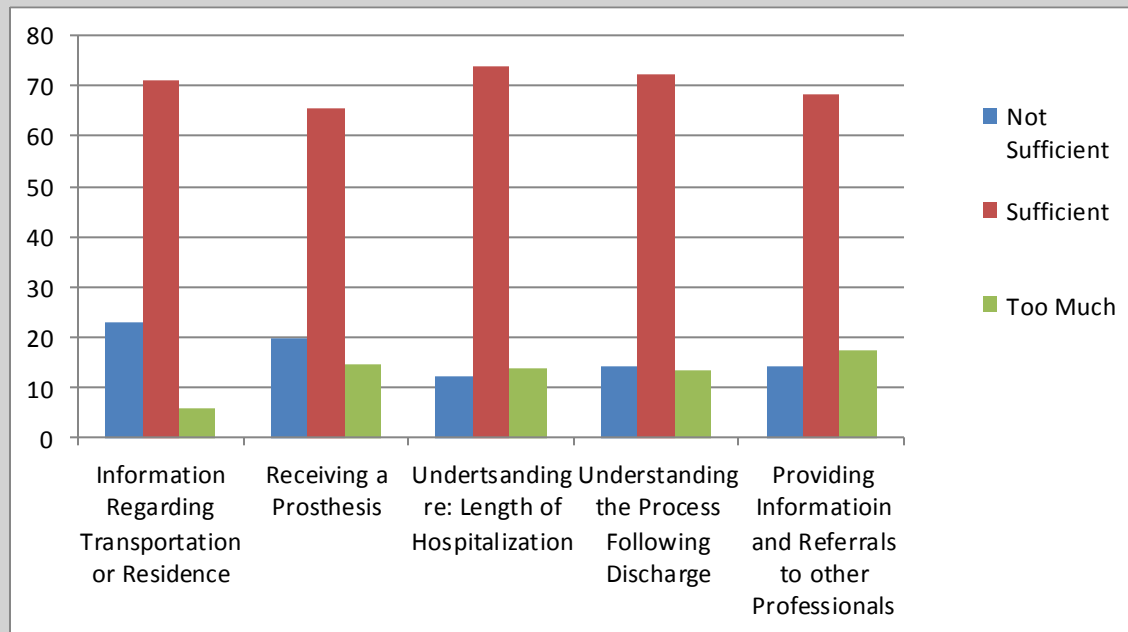




Perceptions of Israeli women with breast cancer regarding the role of the breast care nurse : A multi-center study (c)

For the majority of the women (~ 70%), most of the **practical support** provided was adequate

(Internal reliability: Cronbach alpha 0.88)

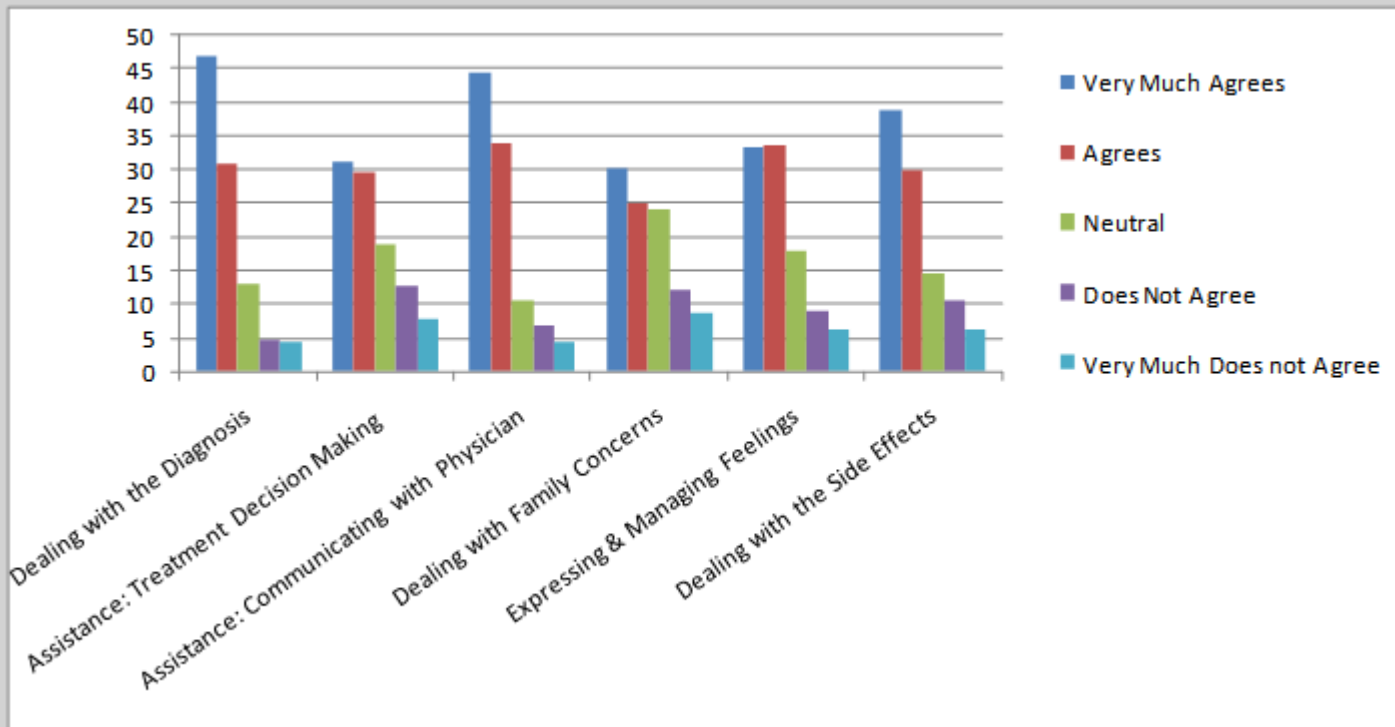




Perceptions of Israeli women with breast cancer regarding the role of the breast care nurse : A multi-center study (d)

Psychosocial Support: The BCNs was helpful in terms of coping with the diagnosis (78%) and with encouraging expression and management of feelings (67%).

(Internal reliability: Cronbach alpha 0.92)





Summary



The group of the Israeli breast care nurses invests a lot of thoughts and motivations how to catch up and learn continually in different methods.

We do need some formal curriculum specific for Breast Care Nurse.

A working Group of BCN has started already an important process for this formal recognition for these nurses as clinical specialist by the ministry of health, including the construction of a formal curriculum.



“Through learning we re-create ourselves. Through learning we become able to do something we never were able to do. Through learning we extend our capacity to create, to be part of the generative process of life”

Peter Michael Senge



Thank you for your Attention

