

# *Arise*

*Quarterly Newsletter*

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#### **WHAT IS INSIDE?**

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- *Leadership and Nursing Management*
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For Appointments

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## Breastfeeding Matters : Nurturing Health and Bonding for Mothers and Infant

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# **Breastfeeding Matters : Nurturing Health and Bonding for Mothers and Infant**

*by Siham Mansour,*

*Lactation Peer counselor, University Hospital Sharjah*

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## **Breastfeeding Facts**

Every infant and child have the right to good nutrition according to the "Convention on the Rights of the Child". Nurturing infants through breastfeeding stands as one of the most potent methods to safeguard their health and ensure their survival. However, many infants and children do not receive optimal feeding. For example, only about 44% of infants aged 0 - 6 months worldwide were exclusively breastfed over the period of 2015-2020.

Over 820 000 children's lives could be saved every year among children under 5 years, if all children from 0 - 23 months were optimally breastfed.

## **Empowering Health: The Benefits of Breastfeeding for Both Infants and Mothers**

Breast milk is specially tailored to meet the nutritional requirements of human infants. It is a dynamic substance, possessing exceptional immunological and anti-inflammatory properties that safeguard both mothers and children from a myriad of illnesses and diseases.

To mention some of the breastmilk's benefits below:

- Contains the complete nutrients that the baby needs
- Gets easily digested and efficiently used by the baby's body
- Protects a baby against infection
- Provides long term protection against chronic noncommunicable diseases (such as obesity, hypertension and diabetes.
- Helps the baby's development Costs less than artificial feeding
- Breastfeeding has multiple benefits for the mother such as:
- Helping a mother and baby to bond (to develop a close, loving relationship)
- Protects the mother's health
- Helps the uterus to return to its previous size which reduces bleeding and prevents anemia
- Reduces the risk of ovarian cancer and breast cancer in the mother.
- Helps delay a new pregnancy.

## **Evolution and Objectives of the Baby-Friendly Hospital Initiative**

The Baby-Friendly Hospital Initiative (BFHI), initiated by the World Health Organization (WHO) and United Nations Children's Fund (UNICEF) in 1991, has gained widespread acceptance across numerous countries and organizations.

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## Objectives of the BFHI

The primary goal of the BFHI is to cultivate healthcare environments that empower mothers with the essential skills needed to exclusively breastfeed for the first six months and continue breastfeeding for two years or more.

## The Ten Steps to Successful Breastfeeding

Aligned with its mission, the BFHI endeavors to encourage the universal adoption of the Ten Steps to Successful Breastfeeding. Initially drafted in 1989, these steps were revised in 2018, remaining globally relevant as the fundamental principles guiding the BFHI.

Breastfeeding has the single, largest potential impact on child mortality of any preventive intervention.

WHO and UNICEF recommend infants be exclusively breastfed for the first six months of life. Breastfeeding should continue for up to two years of age or beyond.



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### **"Promoting Breastfeeding Excellence: Commitment to Maternal and Infant Health"**

At University Hospital Sharjah (UHS), we proudly adhere to the Ten Steps to Successful Breastfeeding, following the guidelines set forth by WHO and UNICEF. This commitment has earned us the prestigious Baby-Friendly Accreditation twice consecutively in 2018 and 2021.

#### **Antenatal Education :**

Our comprehensive breastfeeding support starts with antenatal education, equipping expectant mothers with the knowledge of the numerous benefits of breastfeeding. Emphasis is placed on the crucial practice of exclusive breastfeeding for the first six months of an infant's life, followed by the continued integration of breastfeeding alongside the introduction of solid food until the child reaches two years or beyond. Additionally, we provide detailed education on the practices essential for successful breastfeeding immediately after the baby is born, ensuring mothers are well-prepared for this significant

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## **Promoting Early Bonding:**

We prioritize skin-to-skin contact immediately after birth, fostering a strong connection between mother and baby. Early initiation of breastfeeding within the first hour is actively encouraged to support successful breastfeeding.

## **Breastfeeding Support:**

At UHS, we are dedicated to providing holistic support for breastfeeding mothers. Our approach comprises comprehensive assistance, including guidance, encouragement, and responsive feeding counseling. We emphasize educating mothers about potential risks related to pacifiers and teats. Additionally, we actively promote the practice of rooming in, fostering early bonding between mothers and infants and creating an environment conducive to successful breastfeeding journey.

## **Adherence to International Standards:**

University Hospital Sharjah fully complies with the international code of marketing of breast milk substitutes. We strictly prohibit any marketing or promotion of formula, bottles, or teats within our premises.

## **References:**

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Victora, Cesar G et al. The Lancet, Volume 387, Issue 10017, 475 – 490.

World Health Organization and United Nations Children's Fund (UNICEF). (2020). Baby-Friendly Hospital Initiative Training Course for Maternity Staff.

## Leadership and Nursing Management

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# Leadership and Nursing Management

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Nurses study leadership to learn how to work effectively with a diverse range of individuals. In our daily roles, we work together with a wide array of people such as: patients, their families, their caregivers and support persons, managers, healthcare professionals from medical and nursing team, paramedics, hospitality services, and many more of different backgrounds.

## Nursing Leadership:

Nurse leaders who achieve success are those who effectively foster collaboration among individuals towards a common goal. Our vision is to see UHS as one of the pioneering specialty healthcare providers in the UAE and eventually in the entire region. Our hospital is dedicated to attaining exceptional healthcare practices and providing a memorable journey towards healing

## What Makes a Nurse a Leader?

Abundant perspectives exist regarding the development of nursing leadership skills. Despite extensive research conducted on this topic, no single idea has emerged as the definitive solution. Various well-known leadership theories and a multitude of qualities and behaviors have been identified as characteristic of effective nurse leaders. To mention:

## Trait Theories

At some point, you may have heard someone describe another person as a "natural-born leader." It is commonly believed that certain individuals possess inherent leadership qualities, while others do not. While it is true that some people may find leadership more intuitive, anyone can become a leader with the right knowledge and skills. In a significant study conducted by Warren Bennis in 1984, which spanned five years and examined 90 exceptional leaders, four common traits were identified. These traits remain relevant today:

- **Attention Management:** These leaders effectively communicate a sense of direction towards goals, which attracts followers.
- **Meaning Management:** These leaders create and convey meaning and purpose.
- **Trust Management:** These leaders demonstrate reliability and consistency.
- **Self Management:** These leaders possess a deep understanding of themselves and effectively utilize their strengths while acknowledging their weaknesses.



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## Behavioral Theories

The behavioral theories of leadership focus on the actions and behaviors exhibited by leaders. One influential theory in this regard is centered around leadership styles, which can be categorized as follows:

- **Autocratic leadership (Directive/Authoritarian)** : The autocratic leader assumes control by giving orders and making decisions on behalf of the group. While this approach may be efficient, it can squelch creativity and potentially decrease team member motivation.
- **Democratic leadership (Participative)** : The democratic leader involves the team in important plans and decisions, sharing leadership responsibilities. Although this approach may appear less efficient, it offers greater flexibility and typically enhances motivation and creativity.
- **Laissez-faire leadership (Permissive/Nondirective)** : The laissez-faire leader exhibits minimal involvement in planning or decision-making processes and fails to encourage others to take charge. This style can be seen as a lack of leadership rather than an active approach.

## Task Versus Relationship

An additional significant differentiation lies in the contrast between a task-oriented approach and a relationship-oriented approach. Certain nurses prioritize tasks such as medication administration, sometimes overlooking the significance of interpersonal relationships, such as the attitude of physicians towards nursing staff. Conversely, some individuals concentrate solely on interpersonal dynamics, disregarding the quality of the work being performed. The most successful leader is capable of striking a balance between task completion and fostering positive relationships within the collaborative environment.

## Emotional Intelligence

An emotionally intelligent leader possesses the ability to acknowledge and comprehend his/her own emotions. In times of crisis, he can effectively handles and directs his emotions, maintaining a composed and rational mindset while reserving judgment until all relevant information is available. Additionally, such a leader embraces constructive feedback, seeks assistance when necessary, manages multiple responsibilities without losing sight of priorities, and possesses the skill to transform challenges into advantages.

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## Transformational Leadership

The theory of transformational leadership highlights the importance of instilling a sense of purpose that extends beyond interpersonal connections or mere rewards for accomplishments. This notion holds particular significance in the field of nursing, where the ultimate objective is to provide care for individuals, whether they are ill or in good health. Many individuals choose nursing as a profession with the intention of making a positive impact on humanity, driven by their own vision. A crucial role of nursing leadership is to assist nurses in realizing how their work contributes to the fulfillment of their vision.

## Fostering Leadership Skills at University Hospital Sharjah Are you Ready?

If you find yourself occupied with unit responsibilities, such as managing staffing and attending to patient needs, you might contemplate ways to enhance your leadership skills. Rest assured, the Education Department at UHS is dedicated to assisting you in improving your nursing leadership and management abilities. In line with this commitment, we are actively exploring various approaches to facilitate your growth and development.

## Nursing Leadership Workshop January, 2024

The objective of the leadership workshop held at UHS was to strengthen the leadership abilities of our nursing team by covering a wide range of nursing management topics. Led by our senior nursing management, the workshop offered valuable insights and strategies to enhance performance in their respective roles. The workshop drew upon reputable sources to mention Lippincott, Elsevier, and Harvard Business Review, etc. emphasizing evidence-based practices, and aimed to empower nursing staff at all levels. Everyone shared experience perspectives, and best practices.

Diverse comprehensive topics were covered (see Agenda below) to ensure attendees receive a well-rounded education on key aspects of nursing leadership and management.

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TOPIC	SPEAKER	DESIGNATION
Leadership and Management Principles	Ms. Sirriyeh Safareeni	Clinical Instructor
Managing the Stress	Ms. Deepthy Dinesh	Clinical Instructor
Managerial Decision Making	Ms. Sirriyeh Safareeni	Clinical Instructor
The Power of Collaboration in Healthcare	Ms. Aida Zaiter	Clinical Instructor
Delegation in Nursing	Ms. Tojan Hassan	Diabetic Educator
Communication Leadership	Ms. Dima Zein	Nurse Manager
Managing Change and Innovation	Ms. Aaisha Al-Washahi	Nurse Manager
Strategic Planning and Management	Ms. Huda Mohamed	Clinical Instructor
Conflict Management	Ms. Nouhad Khreyss	Nurse Manager
Prevention of Workplace Violence	Ms. Niveen Badawieh	Wound Specialist Nurse
Professionalism	Ms. Nadine Kassem	Duty Manager
Case Scenarios	Ms. Sirriyeh Safareeni	Clinical Instructor

## Attendance and Evaluation

More than 70 nursing staff members from different levels of the hospital hierarchy attended the workshop, which helped in spreading leadership skills throughout the organization. The workshop received excellent evaluations, as attendees provided positive feedback regarding the relevance of the covered topics, the expertise of the speakers, and how applicable the content was to their roles.

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## Conclusion:

To strive as a nurse, it is crucial to possess strong leadership skills as your patients, colleagues, employer and everyone in the community rely on your ability to guide. Continual learning and personal growth are essential for successful leaders. As stated by John Maxwell (1998), a renowned author on leadership, "Who we are is who we attract" - the type of people we attract is a reflection of our own leadership qualities. To attract individuals with leadership potential, it is imperative to take charge and continuously cultivate your leadership abilities.



## WORKSHOP EVALUATION

The program met the identified objectives.	98%
The content was relevant to my educational needs.	98%
The program was well-structured and organized	98%
Presentations were given without bias or conflict of interest	98%
The overall quality of the activity met my expectations.	98%
How satisfied were you with the general organization of the workshop?	98%
How would you rate the educational value of the topics in terms of information and usefulness?	97%
How useful these topics would be in your clinical practice?	92%
How would you rate the speakers in general in terms of knowledge and organization?	97%

## Wound Care Scope of Service

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# Wound Care Scope of Service

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## Wound Care Services

Wound care involves every stage of wound management which includes diagnosing wound type, considering factors that affect wound healing, and the proper treatments for wound management for all age groups and all types of wounds. Once the wound is diagnosed and all factors are considered, we can determine the best treatment options.

## Outpatients Service

Wound care clinic uses a multi-disciplinary approach to wound healing and provides complete wound care services to those suffering from diabetic ulcers, pressure ulcers, ostomy assessment/care infections, and compromised post-surgical wounds.

## Inpatients' Service

We develop an individualized care plan using evidence-based therapies that are proven to facilitate the healing process. on daily basis reviewing the long-term chronic wounds and new referrals to ensure the continuity of care.

## Activities

## WOUND CARE ACTIVITIES

### Pressure Ulcer Prevalence And Incidence

#### Hospital Study

Prevalence and incidence studies are a quality assurance method of monitoring the success of pressure ulcer prevention and treatment within the hospital.

### Stop Pressure Ulcer Day Awareness

Stop Pressure Ulcers Day aims to raise awareness about the prevention, treatment, and management of pressure ulcers. It serves as a reminder for healthcare professionals, caregivers, and patients to priorities preventive measures and implement best practices to reduce the incidence of these debilitating wounds.

### Wound Care Link Nurses Meetings And Trainings

Link nurses play a vital part in ensuring optimal care by being experts in their link role and enabling other health care professionals to provide support when needed. The wound care link nurse role plays a major part in ensuring that patients receive a high standard of safe care that promotes best practice.

## Wound Care Scope of Service

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### MONTHLY MONITORING OF WOUND CARE KPIS

Wound care team are monitoring monthly the quality indicators to ensure that all patients with wounds are offered consistently high-quality care.

#### Wounds Healing Rate

Wounds generally heal in 4 to 6 weeks. Chronic wounds are those that fail to heal within this timeframe. Many factors can lead to impaired healing. The primary factors are hypoxia, bacterial colonization, ischemia, reperfusion injury, altered cellular response, and collagen synthesis defects.

#### Hospital Acquired Pressure Ulcer

Monthly monitoring the new cases who had developed new pressure injury during hospital stay. The aim is to assist hospital staff in implementing effective pressure ulcer prevention practices through an interdisciplinary approach to care.

#### Patient's Positioning Compliance

Wound care team are randomly auditing in daily basis patients with high risk for pressure ulcer according to the Braden score, checking positions and the patient's body proper alignments to avoid loading over an existing pressure ulcer or wound.

## Wound Care Management

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# Wound Care Management

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## Scope of Service

Involves delivering evidence-based best practices in utilizing advanced wound healing technology. This includes implementing scientifically proven treatment protocols and maintaining a high level of service that establishes International Standards of Excellence for wound and ostomy management

## Services

Wound care encompasses all stages of wound management, including the diagnosis of wound types, consideration of factors that impact wound healing, and the implementation of appropriate treatments for individuals of all ages and with various types of wounds. Once these are taken into account, the best treatment options can be determined. Our services cover the outpatients and inpatients.

## Outpatient

Our wound care clinic follows a multi-disciplinary approach to wound healing, providing comprehensive wound care services to individuals with conditions such as diabetic ulcers, pressure ulcers, ostomy assessment/care of infections, and post-surgical wounds that are at risk of complexity.

## Inpatient

For inpatient care, we create personalized care plans that incorporate evidence-based therapies known to promote the healing process. We conduct daily reviews of long-term chronic wounds and address new referrals to ensure continuous and consistent care.

## Inpatient

For inpatient care, we create personalized care plans that incorporate evidence-based therapies known to promote the healing process. We conduct daily reviews of long-term chronic wounds and address new referrals to ensure continuous and consistent care.

# Wound Care Management

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## Wound Care Activities

### Stop Pressure Ulcer Day

Stop Pressure Ulcers Day is an important initiative aimed at raising awareness about the prevention, treatment, and management of pressure ulcers. It serves as a reminder for healthcare professionals, caregivers, and patients to prioritise preventive measures and implement best practices to reduce the incidence of these debilitating wounds.

### Pressure Ulcer Prevalence And Incidence Hospital Survey Study

Monitoring the prevalence and incidence is crucial for quality assurance in pressure ulcer prevention and treatment within the hospital. Our study served as a method to assess the success of preventive measures and interventions done.

### Wound Care Link Nurses Meetings And Trainings

Link nurses play a vital part in ensuring optimal care by serving as experts in their respective role and enabling other health care professionals to provide support when needed. The role of a wound care link nurse is essential in ensuring that patients receive a high standard of safe care that promotes best practice.

Moreover, link nurses participate in meetings and trainings to enhance their knowledge and skills in the management of wound care. These meetings provide a great opportunity to share experiences, discuss challenges, and learn about the latest advancements in wound care.

### Key Performance Indicators

The wound care team conducts monthly monitoring of quality indicators to ensure that all patients with wounds receive consistently high-quality care.

### Positioning Compliance Audit

The wound care team conducts random audits to ensure compliance with patient positioning for individuals at high risk of pressure ulcers, as determined by the Braden score. During these audits, the team checks the positioning of patients and ensures that their bodies are properly aligned to minimize any additional pressure on existing pressure

# Wound Care Management

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## Hospital Acquired Pressure Ulcer

The objective of our monthly monitoring is to track the new cases pressure injury during the hospital stay. The main purpose is to support hospital staff in implementing effective practices for preventing pressure ulcers which is achieved through an interdisciplinary approach to care.

## Wounds Healing Rate

Wounds generally heal in 4 to 6 weeks. However, wounds that fail to heal within this timeframe are called chronic wounds. Impaired healing is due to multiple factors to mention, hypoxia, bacterial colonization, ischemia, reperfusion injury, altered cellular response, and collagen synthesis defects.

