

2016 & 2017

RNANT/NU ANNUAL REPORT



HIGHLIGHTS

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EXECUTIVE DIRECTOR
REPORT

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NEWSLETTER

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PRESIDENTS REPORT

ROMMEL SILVERIO, RN, BScN
President RNANT/NU

Warm greetings to all. Allow me to express my earnest gratitude to each and everyone who will take the time to join us in our Annual General Meeting (AGM). I am deeply grateful to all of you for your profound commitment to our Association.

It has been a busy seven months since I assumed the office of President of the Registered Nurses association of the Northwest Territories and Nunavut (RNANT/NU). In this short span of time, I realized that we have a lot of work to do and a lot more ahead of us. Therefore, I would like to take this opportunity to thank all the members of the Association and our Public Representatives who serve on the Board of Directors, our standing and ad hoc committees, contribute to our newsletter, and all the members who give their feedback, ideas and advice. As well as, to all the members who put forward their names for nomination for the 2018-2020 RNANT/NU Board of Directors. And a thank you to the office staff, we could not do all the work without our staff that are always in the background giving us the support and assistance that we need.

It is my pleasure to share the highlights of last year's events locally and nationally:

I am pleased to inform all the members of RNANT/NU that we ended the 2017 fiscal year with a sound financial status.

The 2017 Canadian Nurses Association Code of Ethics for Registered Nurses was adopted by RNANT/NU and responds to the complex and changing realities of registered nurses. It reflects our evolving understanding about inequality, issues related to safe staffing, and medical assistance in dying, and environmental stewardship.

Aurora College Nursing Program was granted approval for 5 years.

British Columbia's three nursing colleges announced the planned merger among the College of Registered Nurses (CRNBC), College of Licensed Practical Nurses (CLPNBC) and College of Psychiatric Nurses (CRPNBC).

CNA's Board of Directors has approved, and will motion to, at the AGM, to include Licensed Practical Nurses (LPNs), and Registered Psychiatric Nurses (RPNs) to its membership. In 2018, it will be presented to the members for ratification.

As we go forward, I am delighted to report our plans for this year:

Work on a balanced budget and be fiscally responsible.

RNANT/NU is moving to a new office space in a central location.

Introduce the revised and updated Scope of Practice, Standard of Practice and Entry-level Competencies.

Continue to work with Nunavut Arctic College Nursing Program towards their approval

Continue to work on the online yearly registration for the nurses.

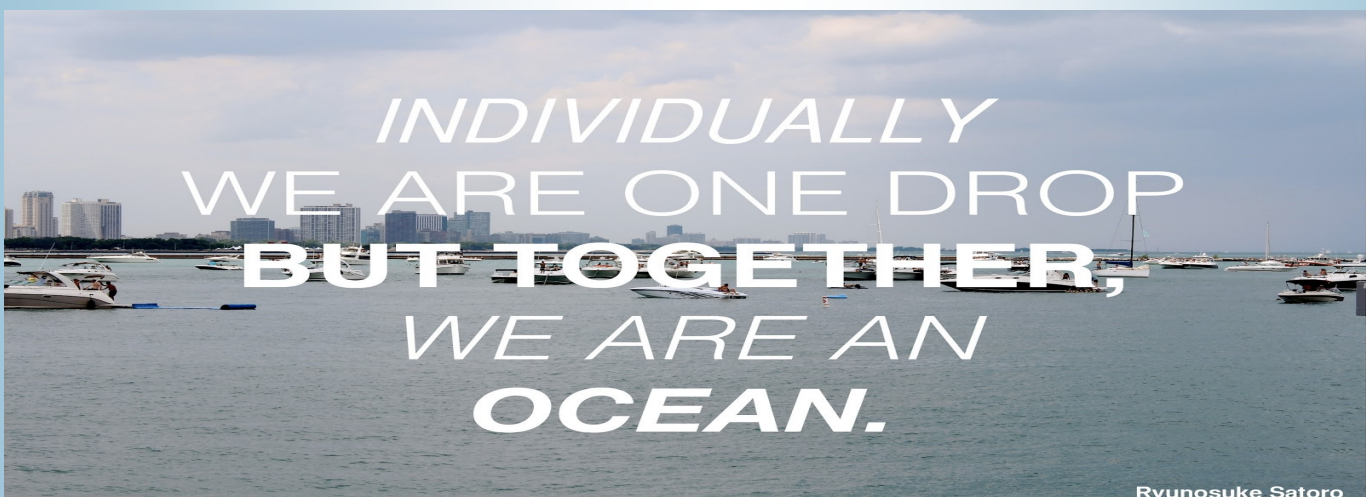
As we embark in our nursing profession, the Association has enormous responsibility to continually serve and safeguard the interest of the public, and to support and advocate for our members.

This is an exciting time for our profession because of the changes that are happening nationally that effect's us locally. I am honoured to be a part of this historic moment in the evolution of nursing profession in our country. I will continue to encourage all members to become actively involved in our association. Through our active participation in our Association, we can make a difference in our profession and our community.

As always, I am deeply honoured to be your voice and representative. Thanks to all of you for your kind words and encouragement during my term. I will always remain grateful and humble. I ask that you all continue to offer advice, wisdom and support to me so that we will continue to move our Association forward. Remember, we are all in this TOGETHER for a common good.

Thank you to everyone for all the hard work you do. Always remember be kind to one another and stay safe!

Rommel C. Silverio, RN, BScN
President, RNANT/NU





Executive Director

Denise Bowen, MN, RN

The Registered Nurses Association of the Northwest Territories and Nunavut has a dual mandate to protect the public, to support nurses by promoting and maintaining nursing standards and to advocate for our members through consultation, education and community building. To that end, the Association has been working on a national and territorial level, and the 2016 to 2018 time period has been interesting and challenging.

The Canadian nursing landscape has changed over the past five years, with the introduction of NCLEX-RN as the entry to practice registration examination, the move to separation of nursing regulation and association mandates in British Columbia, Nova Scotia, Ontario and Manitoba; and the move to one regulator for all nursing professions in Ontario, British Columbia and Nova Scotia. The Canadian Nurses Association is looking towards including all nursing professions (RNs, LPNs, NPs and RPNs) within their mandate and have changed their membership criteria to allow for individual members from Ontario and Quebec.

Our members, including the President, have a voice on the national and territorial level. We have representation on:

- the Canadian Nurses Protective Society Board and committees
- the CNA Board of Directors
- the NCLEX-RN item writing and review committees
- the Canadian Nurse Practitioner examination committees
- the Entry-level Competency revisions: subject matter expert committee and working group
- the Canadian Association of Schools of Nursing exam development committee
- the CNA Advanced Nursing Practice working group

Our volunteer members continue to work towards revising and keeping current our own documents that guide nursing practice in the north. Our members respond to the various surveys and feedback requests on advanced practice, tobacco control legislation, legalization of cannabis legislation, the CNA Code of Ethics, and the entry-level competencies.

In the office, we are improving our social media presence and are refreshing our website. In the near future, you will see some changes to the website regarding registration and our newly developed area of frequently asked questions.

Through our members and with direction from the Board, the RNANT/NU will continue to work towards maintaining and promoting the standards of nursing practice to improve the health of northerners.



REGISTERED NURSES ASSOCIATION OF THE NORTHWEST TERRITORIES AND NUNAVUT

Mandate: The creation, enforcement and promotion of policy to protect the public and advocacy to support nurses through member engagement, leadership and relevance.

Mission: To protect the public and to support nurses by promoting and maintaining nursing standards and by advocating for our members through consultation, education and community building.

Vision: Excellence in nursing for the Northwest Territories and Nunavut

Principles: The Registered Nurses Association of the Northwest Territories and Nunavut acts in accordance with the following principles: integrity, accountability, collaboration, inclusion and transparency.

RNANT/NU

OFFICE STAFF



Krista Ingram
Executive Assistant

Supports Board of Directors, Executive Director and Director of Professional Conduct Review



Jennifer Weller
Registration Coordinator

Supports Director of Regulatory Services and Policy, assists applicants and members on Registration, CCP, and general office enquiries

RNANT/NU

OFFICE STAFF



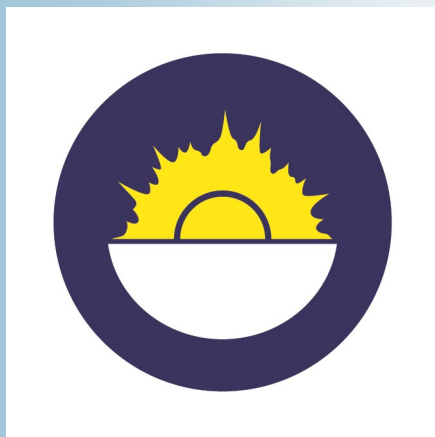
Jan Inman, BScN, RN
Director of Professional Conduct Review

Matters related to Professional Conduct, complaints, settlement agreements and nursing practice issues.



Shawna Tohm, BScN, RN, PNC (C)
Director of Regulatory Services and Policy

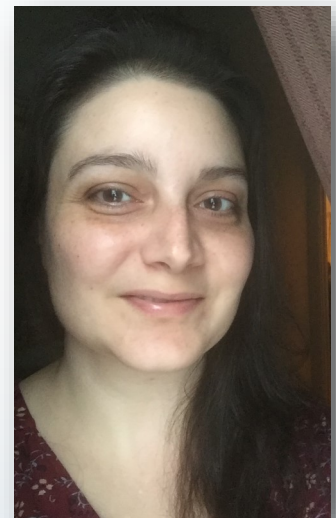
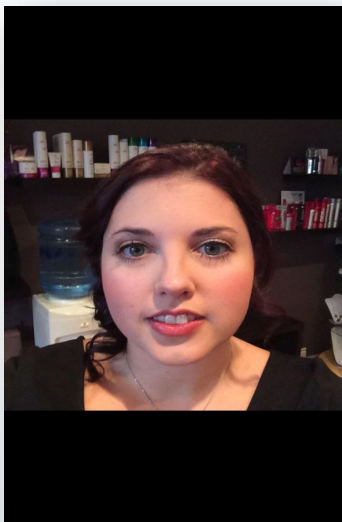
Matters related to Policy Development, Licensure, entry-to-practice exams and nursing practice issues.



Merrill Cooper, BScN, RN
Investigative Assistant

Supports Director of Professional Conduct Review.

EDUCATION ADVISORY COMMITTEE (EAC) MEMBERS



Right to Left: Deborah Simpson, ECE (NT), Amy Lea, DHSS (NT), Karen Brown, RN (NT), Barbara Holland, RN (NT), Tony Florio, Public Rep (NT), Angela Luciani, RN (NU).

EAC REPORT

Committee Purpose/Mandate

The Education Advisory Committee (EAC) Is established in accordance with the Northwest Territories (2003) and Nunavut (1998) Nursing Professions Act to promote the standards of nursing practice and education. The committee is responsible for approval of the Nursing programs and to make recommendations to the RNANT/NU Board of Directors.

This includes changes to the following:

- Standards of Nursing Education
- Nursing Education Programs in NT and NU
- Process for approval of Nursing Education Programs at least once every 5 years.
- Other Nursing Education tasks as directed by the RNANT/NU Board of Directors.

Meetings

The Committee meets monthly and when special meetings are needed, for example during Approval years. There were 2 meetings held in 2017.

Activities/Projects

In 2017 the EAC completed the Approval Process for Aurora College (AC), Yellowknife. They have been approved for 5 years with recommendations.

In 2017 the Nunavut Arctic College (NAC), NU requested a delay in their approval to Spring 2018 due to program changes.

The Committee will be working on updating our Approval Process for Nursing Education Programs leading to registration as a Registered Nurse.

Ongoing project: Review and update of Policies.

Challenges/Accomplishments

Challenges: We have been waiting over two years for a NU ECE representative. Once we had an appointment they changed jobs and could no longer sit on the committee due to a conflict of interest. We continue to recruit for positions on the EAC.

Staff changes in the office meant time for learning the processes and functions of this committee.

Accomplishments: Approval for 5 years of the Aurora College Nursing program, in Yellowknife, NT

Recommendations

The EAC Committee recommends the following:

To revise and update the Approval Process for the approval process.

With the difficulties in recruiting for Nunavut (NU) positions the committee recommends that the NU Board Members take an active role in recruiting for these positions with the responsible Ministers.

Respectfully submitted by
Deborah Simpson, Chair
Education Advisory Committee

RN PRACTICE COMMITTEE



Committee Members

Carol Amirault, RN – Department of Health and Social Services, Yellowknife, NT (Co-Chair)
Michelle Brisco, RN – Director of Regulatory Services and Policy, RNANT/NU Liaison (until Feb 2017)
Denise Bowen, ED-RNANT/NU (began March 2017)
Natasha Bursey, RN – Nursing Instructor, Aurora College, Yellowknife, NT (Chair)
Sarah Brenton, RN - Public Health Nurse, Yellowknife, NT
Jacqueline DeCoutere, RN – Public Health Nurse, Yellowknife, NT
Catherine Dixon, RN – Staff Nurse, Stanton Territorial Hospital, Yellowknife, NT
Deidre Falck, RN – Public Health Nurse, Yellowknife, NT (began May 2017)
Mary-Ann Hannaford, RN – Community Health Nurse, Fort Simpson, NT (until Jan. 2017)
Lydia Montana, RN – Staff Nurse, AVENS: A Community for Seniors, Yellowknife, NT
Anita Robertson, RN – Nursing Instructor, Nunavut Arctic College, Iqaluit, NU (until December 2016)
Elissa Sakariassen, RN - Nursing Instructor, Nunavut Arctic College, Iqaluit, NU (until December 2017)
Yvonne Applewaithe, RN- (until September 2017)

Committee Purpose/Mandate

The purpose of the RN Practice Committee is to identify emerging nursing practice issues of concern to Registered Nurses in the Northwest Territories (NT) and Nunavut (NU). With the RNANT/NU Board of Director's support, the committee is able to research and respond to nursing practice issues through consultation and development of various documents; such as position statements, practice guidelines, and standards of practice.

Meetings

The expectation of the RN Practice Committee is to meet monthly, except during the summer months. In 2016-2017, the Committee held 14 meetings.

Activities/Projects

- In early 2016, the committee engaged in a jurisdictional review of documents pertaining to scope of practice and decision making tools/models both nationally and internationally.
- In the fall of 2016, the committee again reviewed and revised the TOR and a unanimous decision was made to have both a chair and co-chair. The committee work was halted due to an inability to meet quorum for updating and making changes to the current Scope of Practice
- The plan to update the RNANT/NU Scope of Practice was reviewed with the new ED in February and March the current Committee agreed upon the approach and work was resumed to move the project forward-
- Winter 2017-Committee members participated in a review of the updated CNA Code of Ethics and provided feedback before the new Code was released in August 2017.
- In the fall of 2017 some committee members participated in focus groups for the new Entry Level Competency (ELC) Document.

To current date the committee is finalizing the updated Scope of Practice Document with plans to bring the finalized document at the next board meeting in April 2018.

Challenges/Accomplishments

- Committee members participated in feedback and focus groups for the publication of the updated CNA Code of Ethics and ELC documents.
- Although we were successful in recruiting new members with varied experience, membership on the committee and meeting quorum for meetings continues to be a challenge. We have also experience significant turnover of members who have volunteered for many years on the committee.

Membership on the committee need to continue to be representative of various areas of nursing practice in the NT and NU. At this time we continue to actively look for representatives from NU and NT.

Recommendations

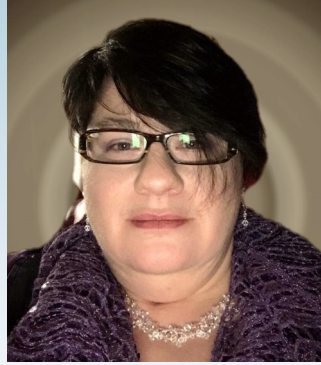
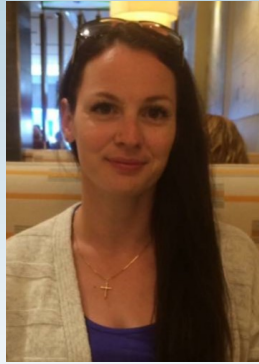
- Finalize the Scope of Practice for Registered Nurses in the NT and NU. Distribute the final draft to the RNANT/NU Board of Directors for review and approval in early 2018.
- For winter 2018 the committee is planning to complete a jurisdictional review on a national level of Frequently Asked Questions (FAQs) by RNs. This is going to be analyzed for updates to the RNANT/NU website as a potential FAQs forum for RNs and NPs in the near future.
- Consider reviewing the need for position statements or FAQ's related to the RNs role in: MAID, cosmetic procedures, medicinal use of cannabis, social media, and workplace incivility. Continue to recruit, as needed, new committee members from both jurisdictions who work in various areas of practice.

As committee chairs, we want to sincerely thank all committee members for continuing to volunteer their time and expertise to the RN Practice Committee despite the many challenges in 2016-2017. The collective work of this group has produced many quality and relevant position statements, documents, and has provided valuable feedback on various topics and professional documents as requested by the RNANT/NU Executive Director, Board, and other committees. Thank you to all of you for your continued dedication to our profession and the time you volunteer each month to improving the nursing profession in the Northwest Territories and Nunavut.

It has been a pleasure working with you all.

Respectfully submitted,
Natasha Bursey, MN, RN (Chair) & Carol Amirault, BSN, RN (co-chair)

REGISTRATION COMMITTEE



Committee Members

Kera Misling RN, Yellowknife, NT (Chair)

Kirsten Snyder RN, Yellowknife, NT

Candy Grimm, NP Yellowknife, NT

LeRae Muise RN, Iqaluit, NU

Vee Faria RN, Yellowknife, NT

Judith Bullied RN, Naujaat, NU

Sheila Laity, NP, Yellowknife, NT(Resigned)

VACANT: NU Public Rep

VACANT: RN, NT or NU

VACANT: NP, NT or NU

Ex-Officio Michelle Randell, RN Director of Regulatory Services and Policy (Resigned)

Ex-Officio Denise Bowen, RN Executive Director (February – August)

Ex-Officio Shawna Tohm, RN Director of Regulatory Services and Policy (September – December)

Committee Purpose/Mandate

The purpose of this committee is to make recommendations to the Board of Directors regarding registration requirements and fees, granting temporary certificates, revising/creating registration policies and recognition of entry to practice examinations for RNs and NPs. The committee also reviews all Continuing Competency Plans (CCP) that are submitted by members yearly as required by the Nursing Professions Act (NPA). Assessment of Practice Hours is also conducted by this committee for RNs working in a non-traditional role.

Meetings

The Committee meets monthly and when special meetings are needed, for example during the Continuing Competency program when assessing members learning plans. They do not meet in the months of July or August unless there is a violation or Appeal. In 2017 the committee met 6 times while also utilizing email and individual members meeting with the Registrar.

Activities/Projects

Registration (December 2017)

Temporary Certificates: 2
Registration Violations: 3
Registration Appeals: 2
Assessment of Practice Hours: 2
Expedited Licenses: 4
Registered Nurses: 1315
Nurse Practitioners: 67
Associate: 43

Jurisprudence

The development and implementation plan for the Jurisprudence Model are ongoing. This module will focus on helping our members to understand our legislation, standards, and policies, Nursing Act and nursing context. Nationally this content is considered very important for competent nursing practice in relation to your jurisdiction of practice. The committee is working on the questions for this module that our members will be required to complete (mandatory). To be decided is how often this module will be required to be completed by our members once the initial module is completed. This project is on hold at present until we get the online Renewals and Initial Applications activated.

Terms of Reference

These were updated in 2016 with Board Approval.

Volunteers

We have had two new committee members join and two that have resigned. We are still working on recruitment of a Public Representative, an NP and an RN.

Continuing Competency Program (CCP)

The committee is starting the work of revising the current Continuing Competency Program. The committee would like a program that better reflects ongoing learning and accountability to the RN and NPs practice. Once research is completed this will go to the board for approval. CCP Assessment Tool was updated to assist the committee members to provide clearer information to members when there are issues with their CCP. The committee will also look at creating a guideline with the new CCP program to assist with the questions around what qualifies as appropriate education and training.

Challenges

Staffing Challenges

RNANT/NU has a significant staff turnover over the last year which has impacted some of the work of the committee with the CCP. The stability of staffing in the last half of the year has helped to alleviate some of these challenges.

The lack of updated technology on the website has hindered the expansion of online modules that the committee would like to create and utilize for the members.

The committee also noted that there needs to be a clearer Appeals process that includes steps, directions for members, and more detailed information.

Recommendations

The committee recommends that more funding is allocated to the website to allow for more educational modules to be created, and for our members to access. The potential to enhance our CCP program and provide further educational tools for our members.

Increased recruiting efforts for a Public Representative through other social media avenues or newspaper/radio would be appreciated. The committee would like the Board to reach out in their communities in Nunavut to help with the recruiting process.

Respectfully submitted on behalf of the Registration Committee,
Kirsten Snyder, RN (Chair)



PROFESSIONAL CONDUCT COMMITTEE 2017-2017

Committee Members

The Professional Conduct Committee members' names have traditionally not been published.

Committee Purpose/Mandate

The purpose of the Professional Conduct Committee is to receive and manage complaints alleging professional misconduct by a Registered Nurse or Registered Nurse Practitioner practicing in the Northwest Territories or Nunavut.

Meetings

The Chairpersons meet monthly with the Director of Professional Conduct. The purpose of these meetings is to make new and subsequent decisions regarding complaints received and accepted. Also, the Chairpersons are provided with information regarding the progress of other complaints that are to be resolved either through the Alternate Dispute Resolution process and a Settlement Agreement, an Interim Panel Review or a Board of Inquiry. The Chairpersons give direction regarding the undertakings in a settlement agreement.

Activities/Projects

The key activity of this committee is to process complaints of professional misconduct. The goal is to bring the complaint to a resolution either through a Settlement Agreement or Board of Inquiry. The mandate is to protect the public; therefore, the Chairpersons make decisions regarding the member's ability to practice safely and competently. If there is a question regarding a member's practice, then the Chairpersons consider the need for placing conditions on a license or for suspending a license.

The following table indicates the complaint status for 2016

New complaints accepted	New complaints not accepted	Cases dismissed after full investigation	Cases with SA monitored	Cases closed
21	4	4	10	10

The following table indicates the complaint status for 2017

New complaints accepted	New complaints not accepted	Cases dismissed after full investigation	Cases with SA monitored	Cases closed
25	12	4	15	10

Challenges/Accomplishments

We are a small jurisdiction with a transient workforce that is employed in many communities in advanced roles with acute and complex care needs. Along with this context, the environment of health care is becoming more litigious along with the fact that perhaps we are more transparent and educative about the management of complaints. Regardless, the volume and extensiveness of the investigative work required is increasing the workload of the Director of Professional Conduct and subsequently the Professional Conduct Committee Members. Investigations are often long and detailed. The gathering of evidence is conducted within a milieu of processes that at times delay and prolong the investigation. For example, there is a new Health Information Act in the Northwest Territories which may impact the acquisition of evidence. Also because of the size of our jurisdiction there is limited face to face contact with both the subject of the complaint as well as the complainant. A part time investigation assistant has been hired of moving complaints toward resolution in a shorter period of time.

Recommendations

RNANT/NU needs to continue to educate both its members as well as the public regarding what unprofessional conduct is and how it is resolved. RNANT/NU needs to continue to educate the public regarding the complaint process and how to lodge a formal complaint.

Chairperson & Deputy Chairperson

NURSE PRACTITIONER PRACTICE COMMITTEE ANNUAL REPORT

Committee Members

Elizabeth Cook NP (Chair, Yellowknife)

Pat Nymark NP (Yellowknife)

Kathleen Matthews NP (Yellowknife)

Colleen Wyatt NP (Nunavut)

Leanne Nizioł NP (Yellowknife)

Denise Bowen, RN (ex-officio)

Jacqueline Greene NP (Nunavut)

Sheila Laity NP (Yellowknife)

Jo-Anne Hubert NP (Yellowknife)

Danielle Simandl NP (Fort Simpson)

Candy Grimm NP (Yellowknife)

Committee Purpose/Mandate

The NP Practice Committee usually meets monthly (except July and August) to examine matters related to NP practice. Several issues continue to be discussed at the meetings, such as prescribing new medications (eg methadone suboxone, medical cannabis), performing new procedures (cosmetic procedures) and changes in federal and territorial legislation that impact NP practice. In addition, the Executive Director brings updates from the Canadian Council of RN Regulators and the Canadian Nurses Association pertaining to NP matters.

Activities/Projects

Several members sit on other NP-related committees including Canadian Nurse Practitioner Examination committee and the Nurse Practitioner Association of Canada. Agenda items are brought forward from these committees for discussion and action.

The committee has been working on a new format for common questions that NP's have on practice issues. The committee has chosen a frequently asked question (FAQ's) format that will be posted to the website.

Other areas of concern include discussions related to an NP Re-Entry program, the role of the NP in methadone and medical cannabis prescribing and monitoring, and Medical Assistance in Dying (MAID).

Challenges/Accomplishments

The committee reviewed the University of Toronto's Controlled Drugs and Substances Online program and recommended it be added to the list of approved programs in the registration policies; completed the FAQ's for prescribing suboxone, methadone and cannabis and independent practice; reviewed the Government of the Northwest Territories recent legislative changes to the Tobacco Control Act and provided feedback; reviewed the Canadian Nurses Association revised Advanced Nursing Practice draft document and provided feedback.

Recommendations

The committee has had several resignations and has been advised on upcoming retirements and will be recruiting for more members.

Respectfully submitted,

Elizabeth Cook MN NP



NEWSLETTER HIGHLIGHTS

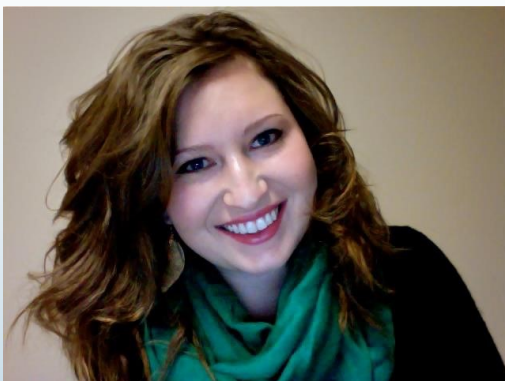
“NURSE TO KNOW”



GAIL REDPATH



Malerie Norwegian
Fort Simpson



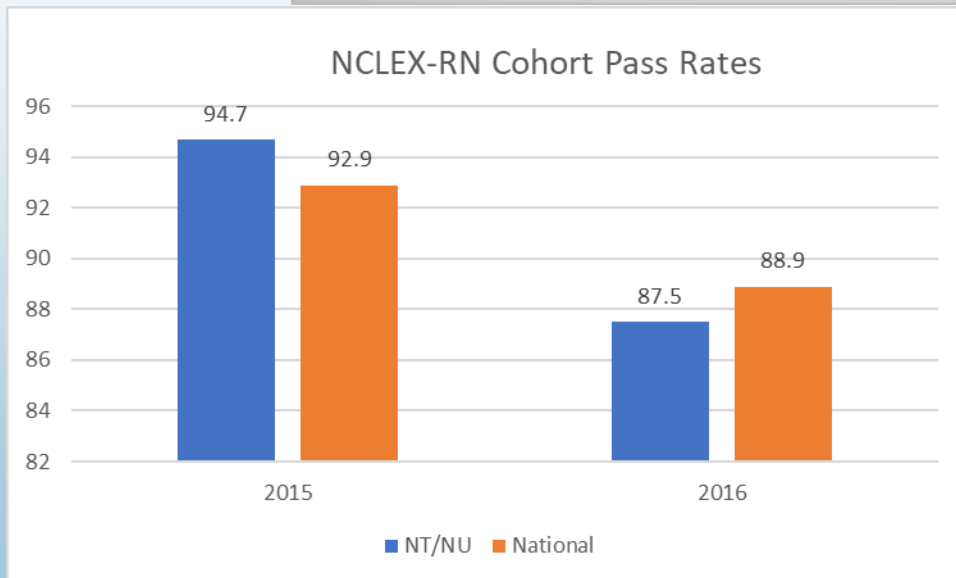
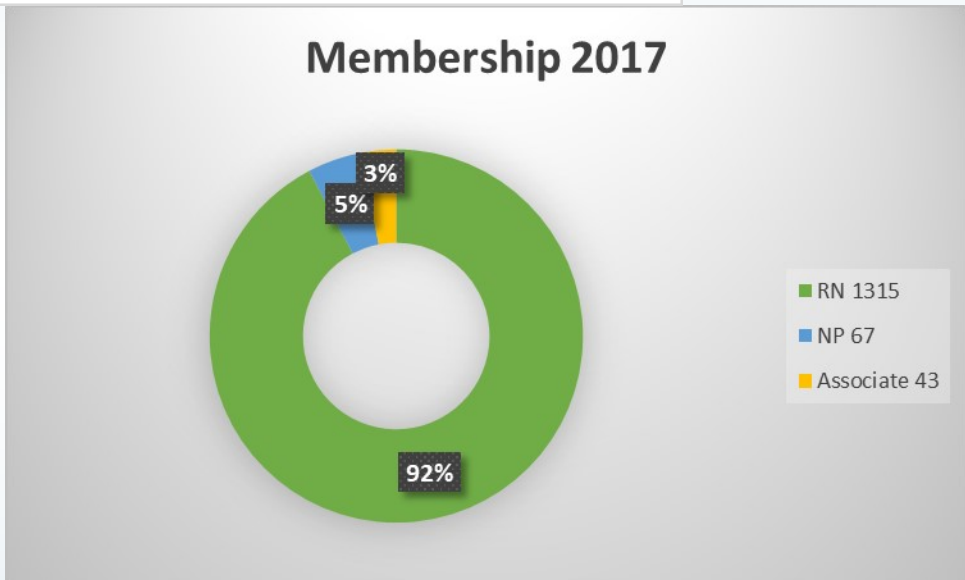
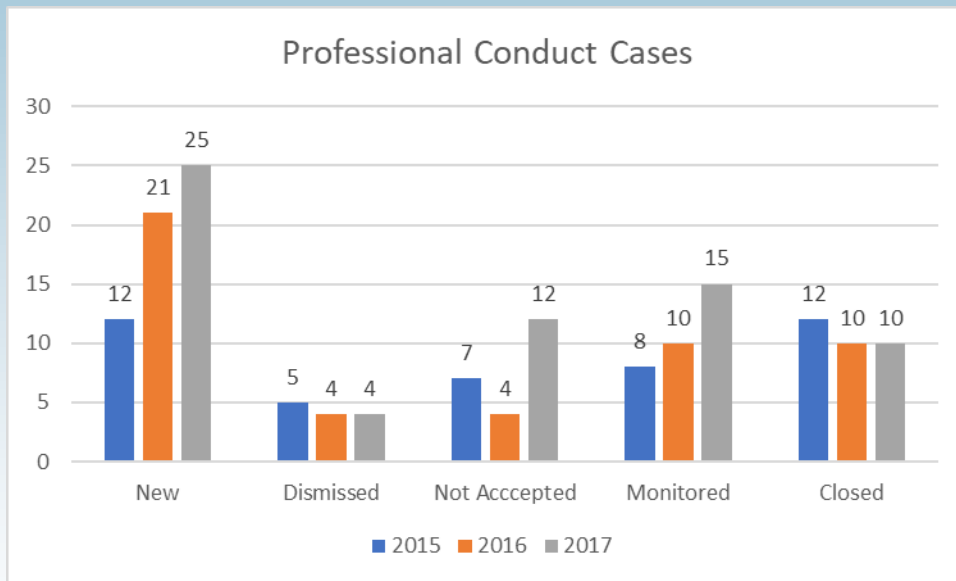
Lydia Montana
Yellowknife



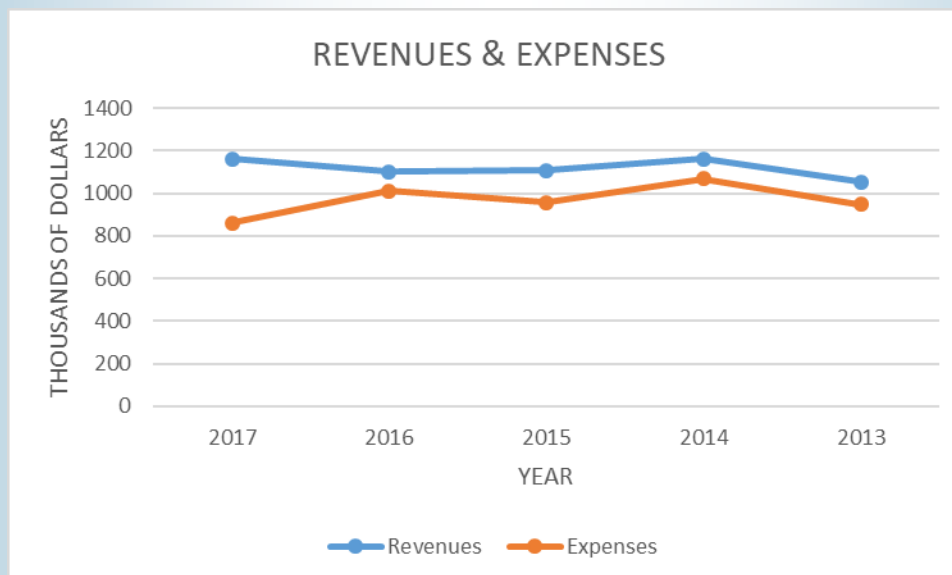
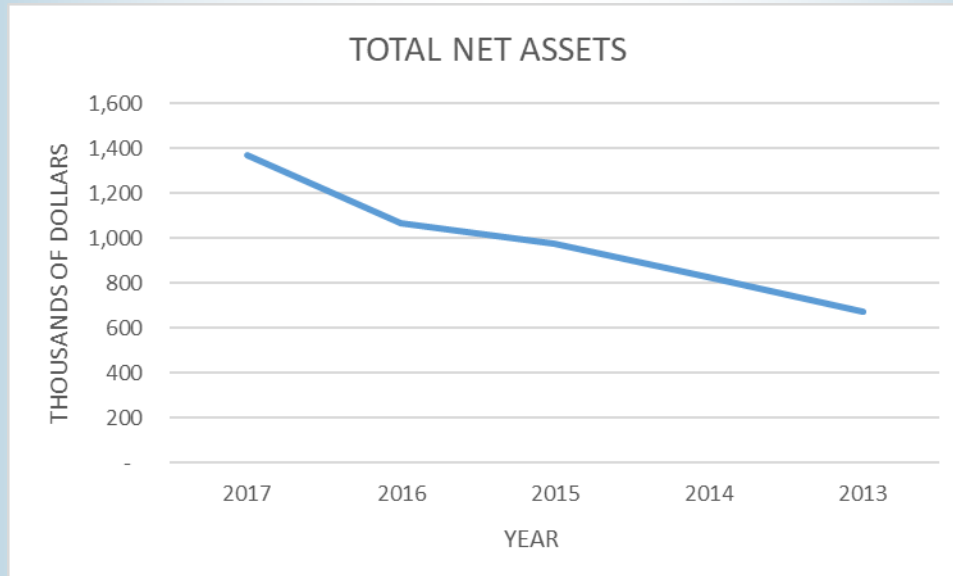
LISA BURNS
Inuvik

Consider nominating a “Nurse to Know” for our next Newsletter.
Summer 2018

BY THE NUMBERS

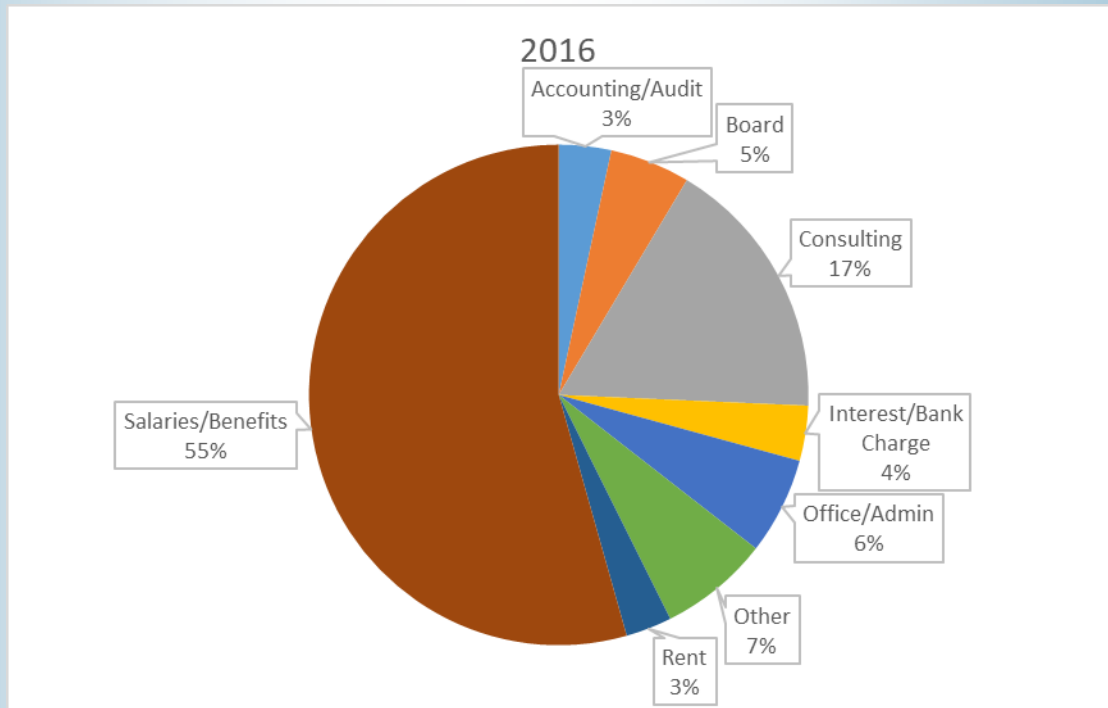
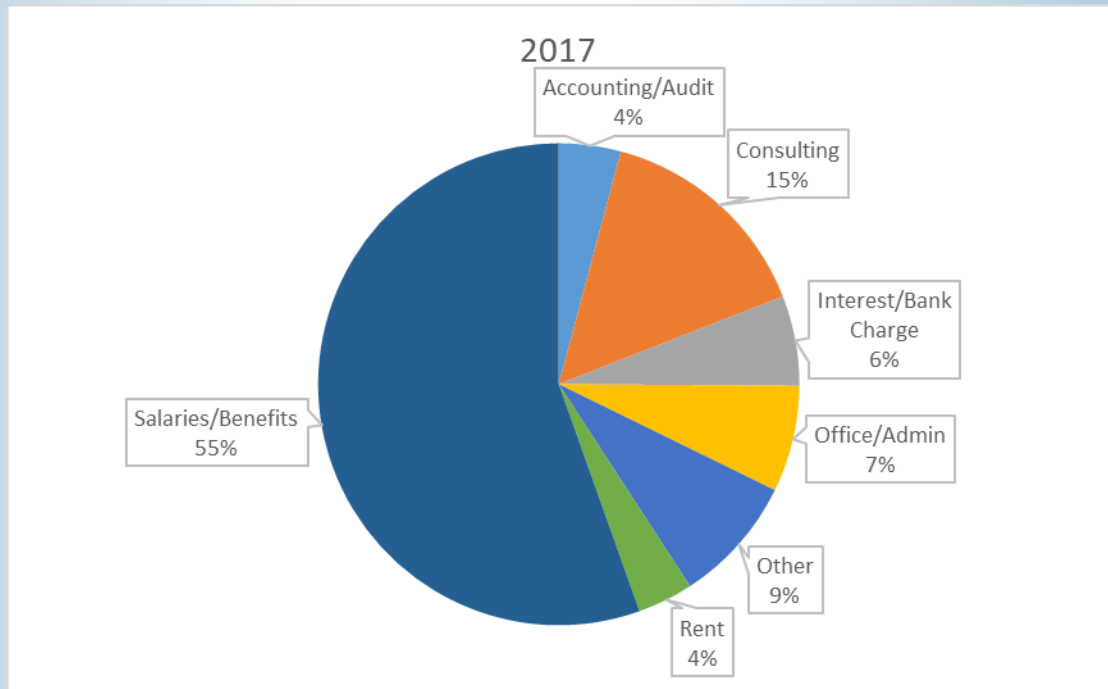


FINANCES AT A GLANCE



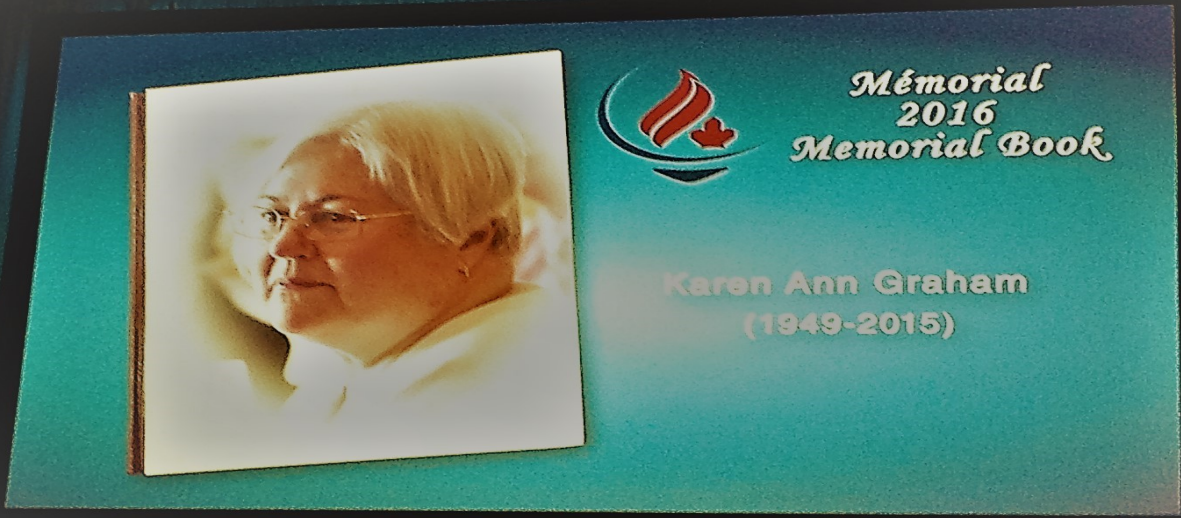
FINANCES AT A GLANCE

FINANCES AT A GLANCE





25/05/2014





**We are excited to announce that the RNANT/NU
Office will be relocating to
NWT Commerce Place
3rd Floor—4921-49th Street**

(The door on the left of the Bookseller).

**Mailing address and Contact numbers
will remain the same.**

PO Box 2745

Yellowknife, NT

X1A 2R1

Main office: 867-873-2745

The staff of RNANT/NU would like to thank all their members, the public and agencies that supported our Association throughout the year. We thank you for your understanding, patience and support as we continue to move towards the future of nursing in the North.





REGISTERED NURSES ASSOCIATION
OF THE NORTHWEST TERRITORIES AND NUNAVUT



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