

2018/2019

RNANT/NU ANNUAL REPORT



HIGHLIGHTS

PRESIDENTS REPORT

EXECUTIVE DIRECTOR
REPORT

COMMITTEE REPORTS

FINANCIAL REPORTS





President's Report

ROMMEL SILVERIO, RN, BScN
President RNANT/NU

The last year has been a very productive year for the Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU). This summer will be the launch of the new Entry Level Competencies, Scope of Practice and Standards of Practice documents. RNANT/NU is also launching the new Continuing Competence Program this fall as well as a new website with online registration coming soon.

RNANT/NU signed, in May 2019 a Memorandum of Understanding with the Government of the Northwest Territories to explore including the Registered Psychiatric Nurses and Licenced Practical Nurses to our register. This is an exciting time for our Association.

Our Board of Directors believes in the advancement of the nursing profession to help with our healthcare challenges. Therefore, RN prescribing is also being discussed with the Governments to advance the role of RN's in the North. Northern nursing is a unique and rewarding experience for all our members.

I, the Board of Directors and staff of RNANT/NU would like to say thank-you to all our members, and our committee volunteers. Your dedication and support and work of the committees ensures public safety and quality nursing care across the Northwest Territories and Nunavut.

RNANT/NU is looking forward to the future of our Association and the advancements in all aspects of nursing.



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.

The Canadian nursing landscape continues to advance on three separate fronts. Firstly, the move to the separate regulation from association mandates and the introduction of Colleges in British Columbia, Nova Scotia, PEI, Manitoba and Newfoundland and Labrador. Secondly, the move to one regulator for all nursing professions in British Columbia and Nova Scotia. The Canadian Nurses Association will now include all nursing professions in its membership (RNs, LPNs, NPs and RPNs). Canadian Nurses Protective Society will also be providing services to all nursing designations. Thirdly, the move to RN prescribing in British Columbia, Alberta, Saskatchewan, Ontario and Nova Scotia. And as for us, we will continue to have both an Association and regulatory college mandate, and upon the opening of the Nursing Professional Act we hope to include LPNs and RPNs in our mandate, as well as RN prescribing.

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

- the Canadian Nurses Protective Society Board
- the CNA Board of Directors
- the NCLEX-RN item writing and review committees
- the Canadian Association of Schools of Nursing Exam Development Committee
- The Nurse Practitioner Association of Canada

Our volunteer members continue to work towards revising and keeping current our own documents and this year completed the *Standards of Practice for Registered Nurses and Nurse Practitioners*, *The Scope of Practice for Registered Nurses and Nurse Practitioner*, and the *Entry-Level Competencies for Registered Nurses*.

In the office, we are improving our social media presence, and are rebuilding and refreshing our database and website, including our recently added section of FAQ's. In the near future, you will see some changes to the website regarding registration and renewal.

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



Photo courtesy of Shawna Tohm, BcSN, RN

RNANT/NU OFFICE STAFF



Kyla Ricks
Executive Assistant

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



Emily Richardson
Registration Coordinator

Supports Director of Regulatory Services and Policy, assists applicants and members with Registration, 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, PNC (C), RN

Director of Regulatory Services and Policy

Matters related to policy development, licensure, entry-to-practice exams and nursing practice issues.

EDUCATION ADVISORY COMMITTEE REPORT

Committee Members 2018-2019

Krista Vokey, NT

Ainsley Hunt, NU

Jennifer Berry, NP, NU

Amy Lea, RN NT

Karen Brown, RN NT

Angela Luciani, RN NU

Barbara Holland RN NT

Tony Florio, Public Representative

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 8 meetings in 2018.

EDUCATION ADVISORY COMMITTEE REPORT

Activities/Projects

In 2018 the EAC completed the Approval Process for Nunavut Arctic College BScN (Arctic Nursing Program) they have been approved for 4 years with recommendations.

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, implementing the new Entry Level Competencies in the approval process.

NCLEX report on northern graduates since inception in 2014.

Challenges/Accomplishments

Challenges: The committee is fortunate to have a solid base of members, but is challenged by having position vacancies, mostly related to government staff turnover. Although we match the overall national pass rates for NCLEX-RN, some graduates are not successful and have multiple re-writes. The committee continues to monitor pass rates for trends, analysis and possible recommendation to the Board.

Accomplishments: Approval for 5 years of the Aurora College Nursing program, in Yellowknife, NT (2017). Approval for 4 years Nunavut Arctic College Nunavut Arctic College BScN (Arctic Nursing Program) in 2018.

Recommendations

The EAC Committee recommends the following:

- continue to research and update the approval process for education programs.
- monitor statistics regarding number of writes for northern graduates as well as pass/fail rates and follow up with the appropriate educational institution.

Respectfully submitted by

Tony Florio, Chair

Education Advisory Committee

RN PRACTICE COMMITTEE

Committee Members

Natasha Bursey, RN – NT (Chair) (until September 2018)

Carol Amirault, RN – NT (Co-Chair)

Sarah Brenton, RN - NT (until January 2019)

Jacqueline DeCoutere, RN – NT

Catherine Dixon, RN – NT

Deidre Falck, RN – NT

Lydia Montana, RN – (Chair), NT

Jacqueline Amaranth – RN NU

Erin Vallillee, RN – NT

Denise Bowen, RN, ex-officio

Committee Purpose/Mandate

The purpose of the RN Practice Committee is to identify emerging nursing practice issues of concern to RNANT/NU. With the 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.

Activities/Projects

- Completed the Scope of Practice document
- Reviewed and approved the Standards of Practice for RNs and NPs
- Reviewed and approved the Entry-level Competencies for RNs
- In the future looking to develop a FAQ section on the website related to the RNs role in



RN PRACTICE COMMITTEE

Challenges/Accomplishments

- The recruitment for new members is ongoing. It is challenging to achieve quorum.
- 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

As Chair, I 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 2018. The collective work of this group has produced quality relevant 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, and I look forward to working with you in 2019

Respectfully submitted,

Lydia Montana (Chair)

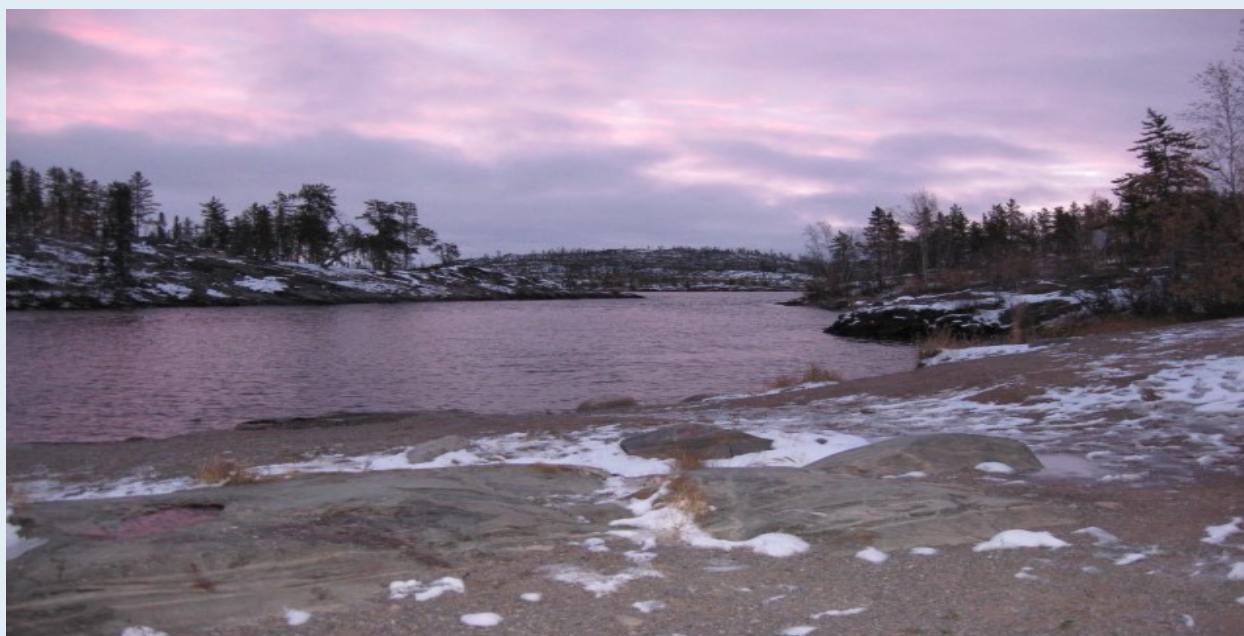


Photo courtesy of Shawna Tohm, BcSN, RN

REGISTRATION COMMITTEE

Committee Members

Kirsten Snyder RN, NT (Chair)
Kera Misling RN, NT (Co-Chair)
Tyree Mullaney, Public Representative NT:
Candy Grimm, NP NT
LeRae Muise RN, NU
Vee Faria RN, NT
Judith Bullied RN, NU
Janet Busse, RN, NT
Jennifer Karach, NP, NU
Samantha Mackenzie, RN, NT

Ex-Officio Shawna Tohm, RN Director of Regulatory Services and Policy

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 the audited 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 to review files or violations. In 2018 the committee met 11 times.



Photo courtesy of Shawna Tohm, BcSN, RN

REGISTRATION COMMITTEE

Activities/Projects

1) Registration 2018

- a. Temporary Certificates: 0
- b. Registration Violations: 4
- c. Registration Appeals: 1
- d. Assessment of Practice Hours: 2
- e. Expedited Licenses: 0
- f. Registered Nurses: 1337
- g. Nurse Practitioners: 78
- h. Associate: 23

2) Committee Projects

- a. Terms of Reference: These were updated in 2016 with Board Approval.
- b. We have had two new committee members join as well as a Public Representative.
- c. CCP: The committee is starting the work of revising the current CCP. This program is being revised and the new CCP program will come into effect for the 2020 year. In 2018 processes were streamlined and new information to assist members was put on the website.
- d. CCP Audit: There was 100% submission for the 2019 Audit for the 2018 registration year. Letters were sent out in March and April and resubmissions received during that time.
- e. Assessment of Nursing Hours: This document is being revised by a working group and will be implemented in the Fall of 2019.
- f. Website: Updates to the Registration and CCP sections were done throughout the year.
- g. The development and implementation plan for the Jurisprudence Model are on hold.
- h. Appeals and Violations: The committee is working on establishing a written process and new policies for clarity on the steps for members.

Challenges

- 1) Maintaining volunteer members has been a challenge over the last year. The Chairs would like to thank those members who have volunteered and provided their valuable experience and expertise over the year.

REGISTRATION COMMITTEE

Recommendations

The committee recommends that funding be established to upgrade the website to allow for educational modules to be created, a member's section available and all registrations be accessible online. The potential to enhance our CCP program and provide further educational tools could increase member engagement.

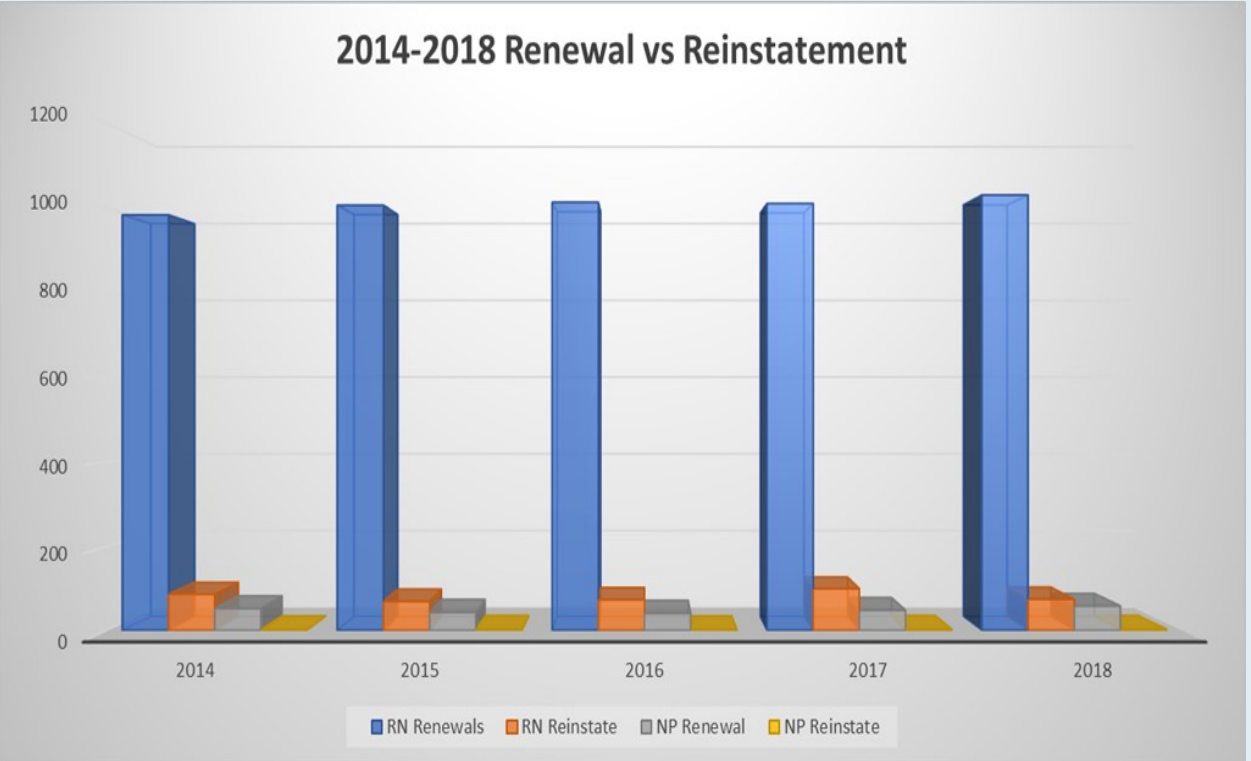
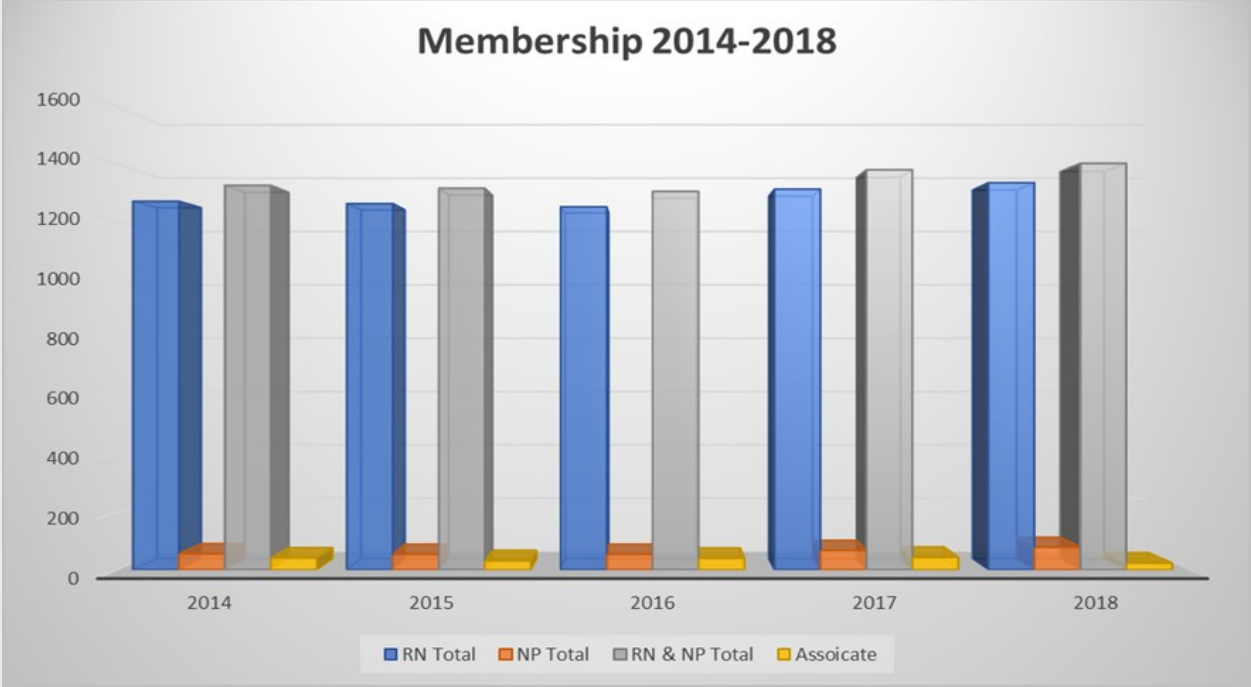
The committee recommends that a section of the website be dedicated to employers. Due to the number of violations this may assist employers in having a specific area to review regulations, registration requirements, standards and scope of practice as well as the Bylaws and Policies.

Appreciation from the committee to the staff and Directors at RNANT/NU. Your support and assistance to this committee is invaluable. We look forward to another exciting year.

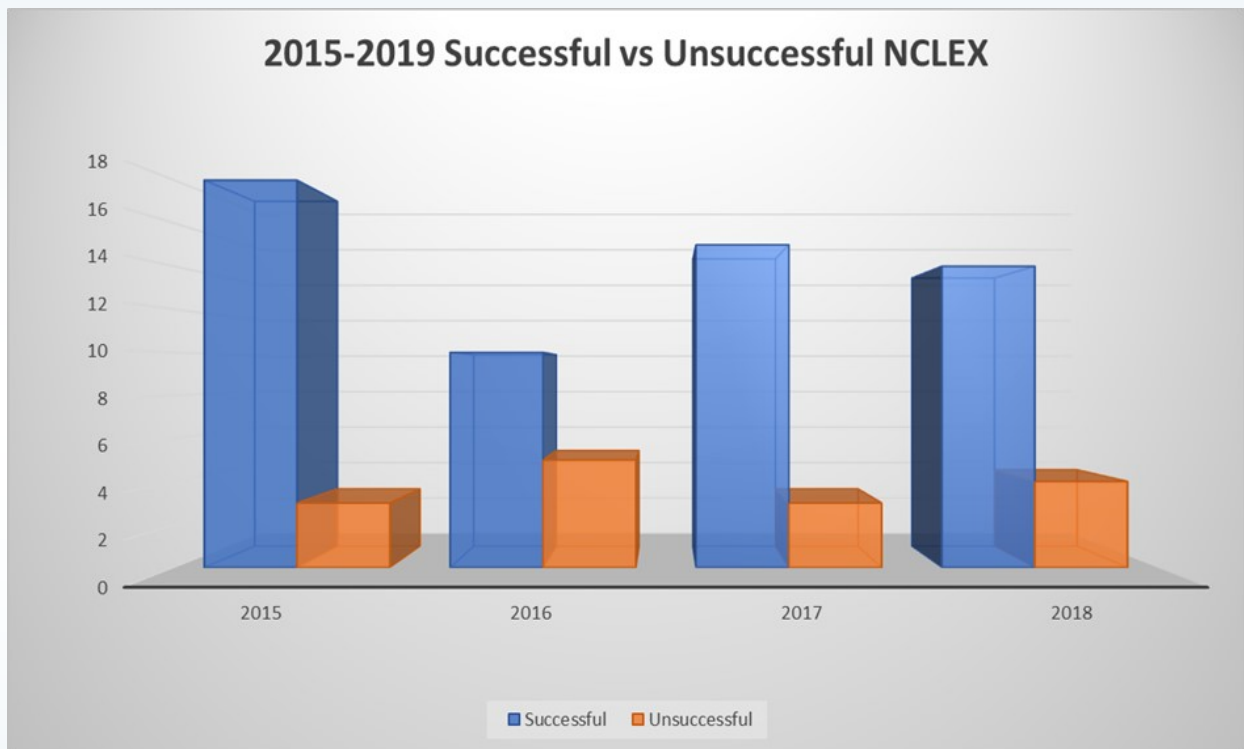


Iqaluit View. Photo courtesy of Shawna Tohm, BcSN, RN

BY THE NUMBERS



BY THE NUMBERS





NP PRACTICE COMMITTEE

Committee Members

Elizabeth Cook NP (Chair, NT)

Danielle Simandl NP (NT)

Jacqueline Greene NP (NU)

Leanne Niziol NP (NT)

Pat Nymark NP (NT)

Dale Durnford (NT)

Sheila Laity NP (NT)

Candy Grimm NP (NT)

Kathleen Matthews NP (NT)

Janie Neudorf (NT)

Jo-Anne Hubert NP (NT)

Denise Bowen, RN (ex-officio)

Colleen Wyatt NP (NU)

Committee Purpose/Mandate

The NP Practice Committee meets monthly 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

The committee continued to work on the FAQ's section on the website and competed several entries including:

- Can NP's prescribe Buprenorphine?
- Does RNANT/NU place restrictions on what NP's can prescribe?
- If I am registered as an NP, can I work as an RN?
- Does RNANT/NU place restrictions on NPs prescribing medical cannabis?
- Can NPs be self-employed or have an independent practice?

Please visit the website for more information. <http://www.rnantnu.ca/np-information/faq>

NP PRACTICE COMMITTEE

The committee developed, and the Board approved, Policy R18 The Nurse Practitioner Re-Entry Program. This policy outlines the process for re-entry as an NP when an individual does not have sufficient nurse practitioner hours of practice as determined by the RNANT/NU.

The Committee reviewed and contributed to the following documents:

Standards of Practice for RNs and NPs (2019) draft

Scope of Practice for RNs and NPs (2019)

Challenges/Accomplishments

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



PROFESSIONAL CONDUCT COMMITTEE

Committee Members

The Professional Conduct Committee members' names have traditionally not been published. A Chairperson and a Co – Chairperson are appointed by the Board of Directors for this committee.

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 2017

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

PROFESSIONAL CONDUCT COMMITTEE

The following table indicates the complaint status for 2018

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 are 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 or it could be that 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. 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. One of the avenues for members facing a complaint through PCR is to seek the advice of the Canadian Nurses Protective Society (CNPS). Members may be doing this; however, over the past few years, there is an increase in the number of nurses seeking legal counsel outside of CNPS. When this action is taken the process through PCR is delayed and the cost to RNANTNU increases.

Recommendations

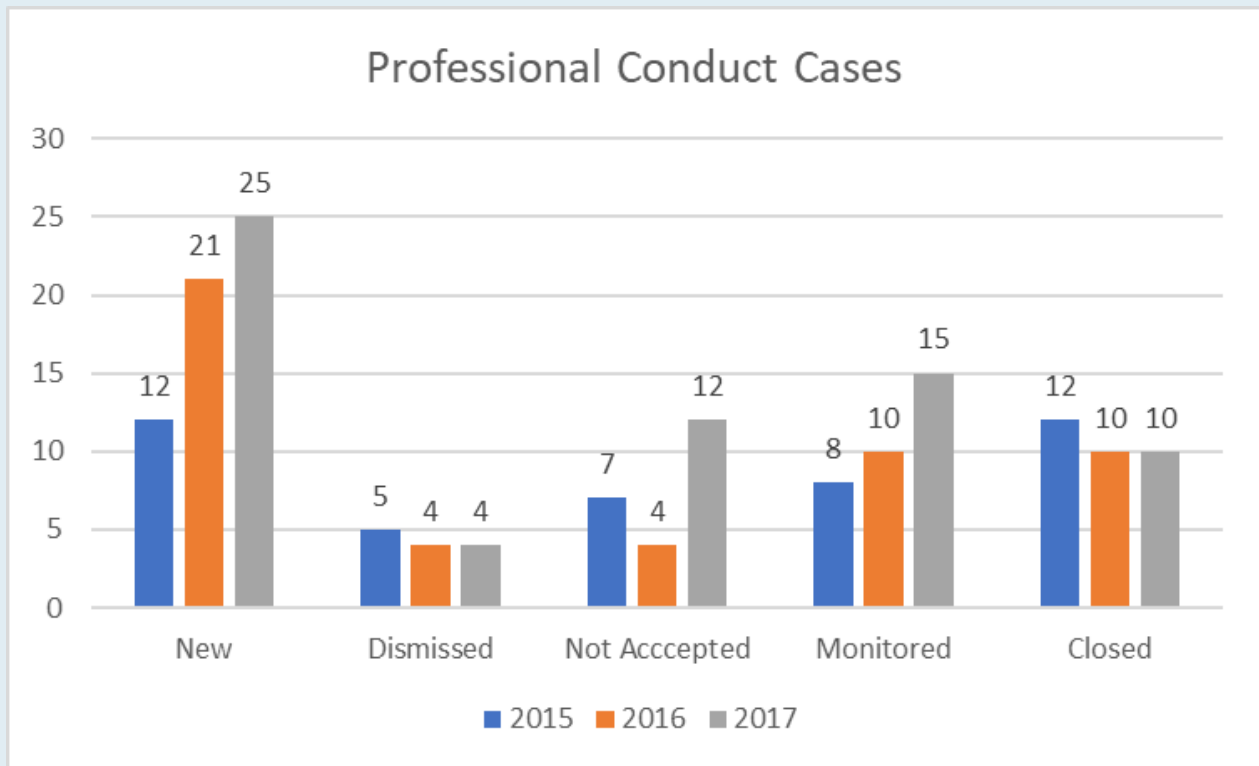
RNANT/NU needs to continue to educate both its members as well as the public regarding what unprofessional conduct is and how it is resolved. RNANT/NU needs to continue to educate the public regarding the complaint process and how to lodge a formal complaint.

Respectfully submitted,

Chairperson

Professional Conduct Committee

BY THE NUMBERS

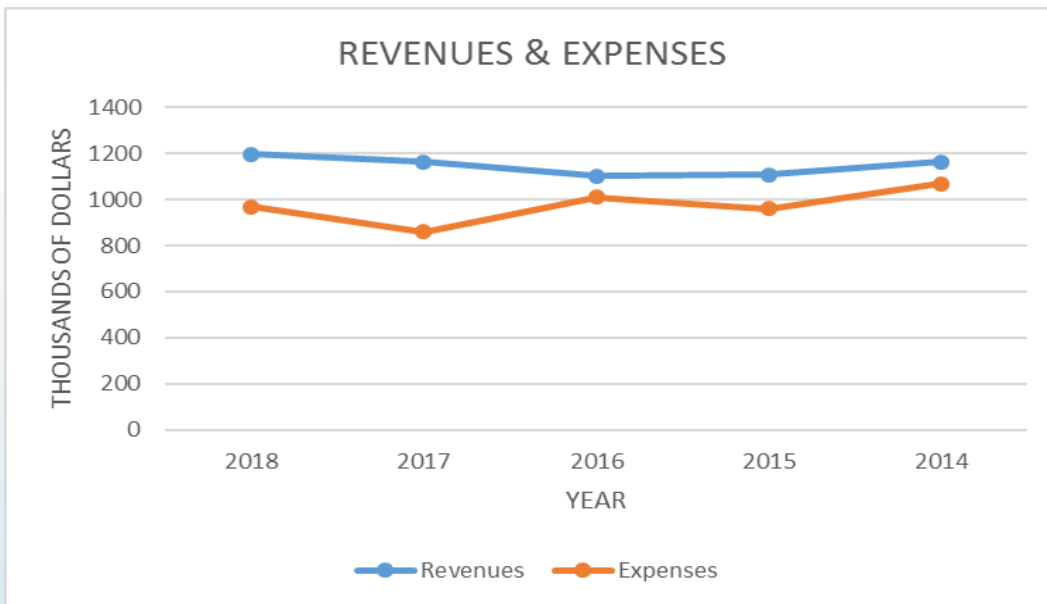
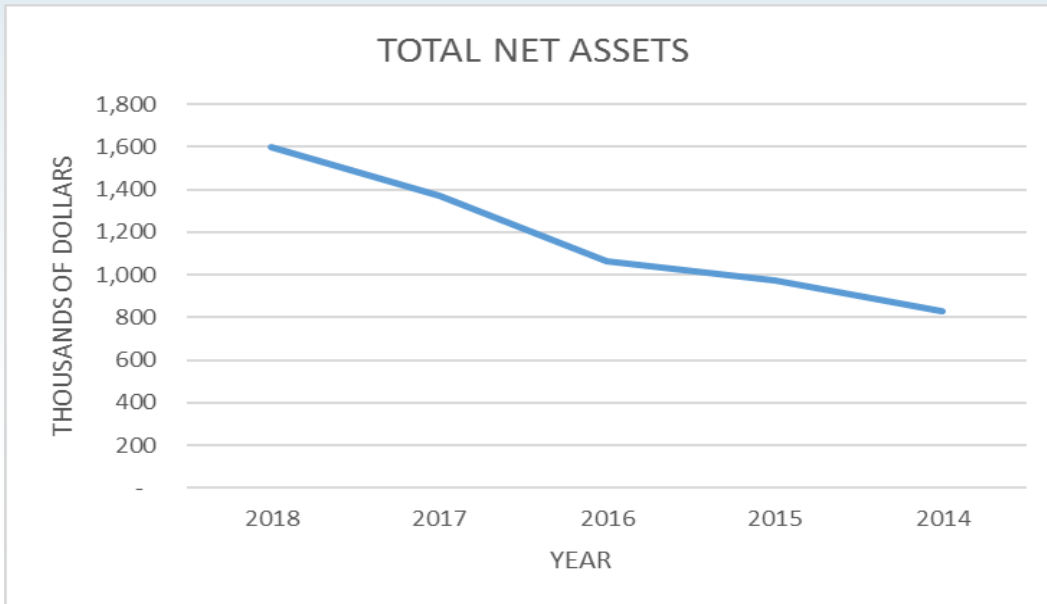


Rewarding
Attention to Detail
Professionalism
Empathetic
Caring
Adaptable
Organized
Nurse
Skilled
Kind
Learning
Team
Boo Boo Fixer
Compassionate
Thoughtfulness

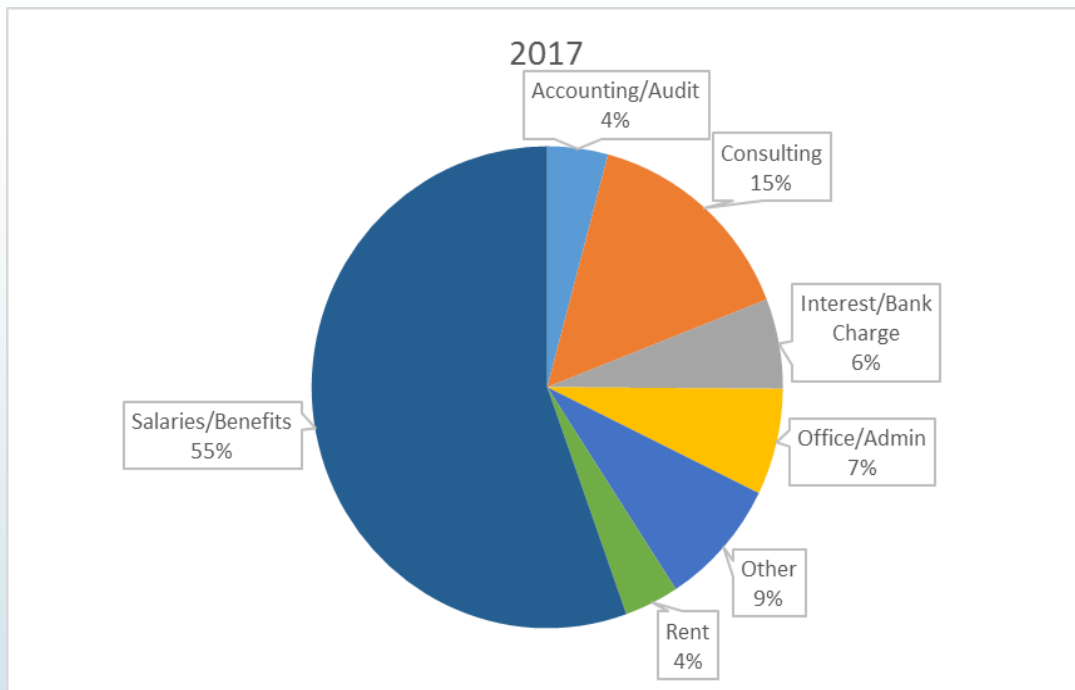
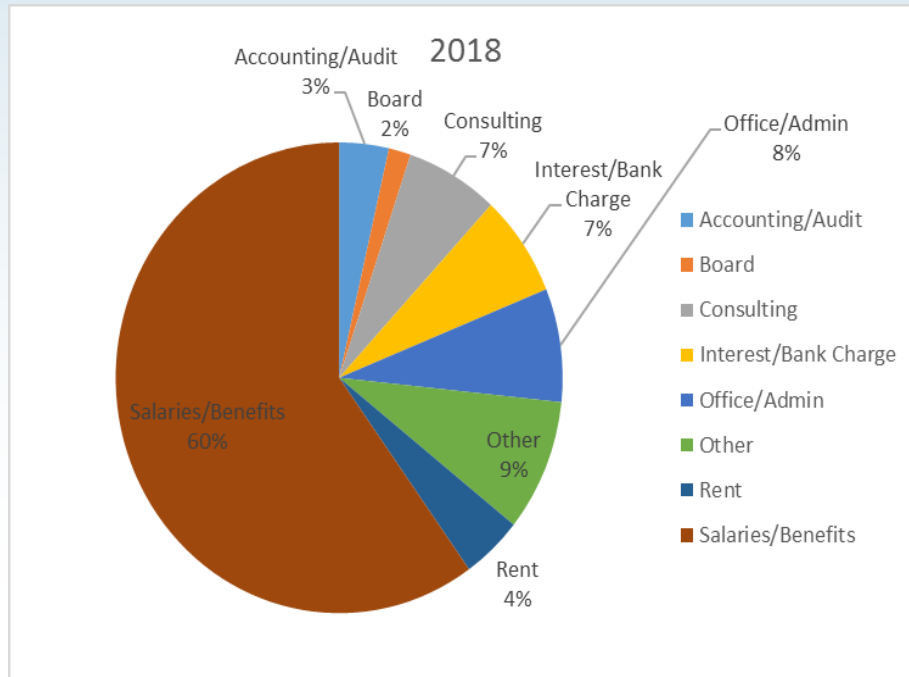


RNANT/NU's Education Day 2018

Finances at a Glance



Finances at a Glance



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.

Thank you!



REGISTERED NURSES ASSOCIATION
OF THE NORTHWEST TERRITORIES AND NUNAVUT



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