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# 2019-2020 RNANT/NU Annual Report



## HIGHLIGHTS

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President's Report

Message from Julie Green, *Minister of Health and Social Services, Government of The Northwest Territories*

Message from Lorne Kusugak, *Minister of Health, Government of Nunavut*

2019/2020 Financial Reports

Professional Conduct Cases

EAC Annual Report

Registration Committee Annual Report

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# President's Report

Warm greeting to everyone.

I am so grateful to everyone for joining the virtual RNANT/NU annual general meeting. The past year has proven to be most difficult in so many ways. The 2020 RNANT/NU annual general meeting was cancelled as the threat of COVID-19 began to grow within Canada's north. Regardless of the risk of COVID-19 exposure, nurses working frontline were expected to attend work. There are no words of gratitude that are enough to adequately represent the service that you have provided to the individuals who needed you. Please be proud of your efforts and accomplishments. You have truly made a difference in the lives of so many northerners. As the COVID-19 vaccines roll-out, we remain optimistic that our lives will return to some reflection of what we consider to be "normal". The long-term effects of the crisis of the past year will not disappear quickly, however, as we continue to work together, I believe that we will continue to give hope .... Nurses give HOPE!

Despite the limitations and restrictions, the Board of Directors have continued to meet regularly. Processes are being developed as we prepare to welcome the introduction of Licensed Practical Nurses and Registered Psychiatric Nurses to the Association. While a date has not yet been determined for the introduction of our fellow professionals, the Board is actively preparing to make the transition. As we look forward to this, we are aware of the increase in workload that will be a reality for the RNANT/NU administrative staff: we will need to rename the Association, policies and bylaws will have to be revised - the Nursing Act will change to reflect all professionals. Let us take advantage of the opportunity to embrace the inclusion of our fellow nurses. As a unified TEAM, we will continue to make a difference in the north.

With the changes that have taken place in the past year, I believe that nurses are becoming tired. As we continue to work under COVID-19 restrictions, I encourage you to develop a plan for personal "Self Care". Take time for self-reflection, become aware of your personal needs. Listen to the needs of your body; both physical and emotional. Be kind to yourself, treat yourself with grace.

On behalf of the Board of Directors and staff of RNANT/NU, I would like to say "THANK YOU" to our members as well as the committee volunteers. It is the continued dedication of everyone that ensures public safety across the Northwest Territories and Nunavut. Take the opportunity to raise awareness of unethical practice. Respect and follow standards of practice that are supported by evidence-based practice. Together we will continue to make a difference.

Kind Regards.

Jennifer Pearce, BN, RN

President, Registered Nurses Association of the Northwest Territories and Nunavut



On behalf of the Government of the Northwest Territories and the Department of Health and Social Services, I am pleased to bring greetings for the Registered Nurses Association of the Northwest Territories and Nunavut's Annual General Meeting.

The World Health Organization designated 2020 the International Year of the Nurse and Midwife. We couldn't have predicted how much more important nursing became to all of us as the COVID-19 pandemic took shape.

We appreciate and recognize the contribution nurses make to the well-being of the people of the Northwest Territories every day of every year. Nurses provide health care services from birth to end-of-life, through periods of illness, healing and maintaining good health.

During these extraordinary times, nurses have continued to fulfill critical roles in specialized and emergency settings, in health promotion and disease prevention, and in the delivery of primary and community care. In NWT communities, nurses provide a continuum of care for residents as they move between different care providers and settings.

As clinicians, administrators, and educators, nurses are the hands, eyes, and ears of our health care system and they are advocates who lend a voice to patients. Northern nurses have built trust through partnerships with colleagues and patient-centered, evidence-based care in communities throughout the north.

I want to take this time to acknowledge and thank you for the tireless commitment to respond to COVID-19 and efforts in the vaccination roll out. Your efforts have been instrumental in the management of the risks and the relatively low case counts in the NWT.

As we work collaboratively to revise the Nursing Professions Act to bring all nurses under one regulatory framework, we appreciate the solid relationship that has been established and look forward to continuing to support the nursing profession.

Sincerely,

Julie Green  
Minister of Health and Social Services  
Government of the Northwest Territories





# RNANT/NU Office Staff



**Denise Bowen - MN, RN**

Executive Director

*Contact for any matters related to the RNANT/NU.*



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

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



**Jan Inman - BScN, RN**

Director of Professional Conduct Review

*Matters related to professional conduct, complaints, settlement agreements and nursing practice issues.*



**Rebecca Davis**

Registration Coordinator

*Supports Director of Regulatory Services and Policy, assists applicants and members with Registration, and general office enquiries*



**Amélie Duval**

Executive Assistant

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

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**INDEPENDENT AUDITOR'S REPORT**

To the Members of  
Registered Nurses Association of NWT and Nunavut

*Opinion*

We have audited the financial statements of Registered Nurses Association of NWT and Nunavut (the "Association"), which comprise the Statement of Financial Position as at December 31, 2019, and the Statements of Operations, Changes in Net Assets, and Cash Flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2019, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

*Basis for Opinion*

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

*Emphasis of Matter*

Without modifying our opinion, we draw attention to note 17 to the financial statements, concerning the worldwide spread of a novel coronavirus known as COVID-19 and its effect on the global economy. Our opinion is not modified in respect of this matter.

*Other Information*

Management is responsible for the other information. The other information comprises:

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

*Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

#### *Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*Avery Cooper & Co. Ltd.*

Avery Cooper & Co. LTD.  
Chartered Professional Accountants  
Yellowknife NT

May 8, 2020



## 2019 ANNUAL FINANCIAL REPORT

The Annual Financial Report for the year ended December 31, 2019 is based on the Registered Nurses Association of the Northwest Territories and Nunavut's audited annual financial statements for the year then ended. Responsibility for preparing this Annual Financial Report rests with the Association.

### Highlights

- Clean Audit Opinion issued by the public accountants
- Unrestricted Accumulated Surplus is \$1,246,000 for 2019, up 9% from \$1,140,000 for 2018
- Excess of Revenues Over Expenses is \$142,000 compared to \$227,000 in 2018
- Revenues for 2019 were consistent with 2018 - meeting 121% of budget
- Expenses increased about 26% from a year ago - meeting 122% of budget

### Analysis

There were no significant changes to the format or presentation of the annual financial statements during 2019.

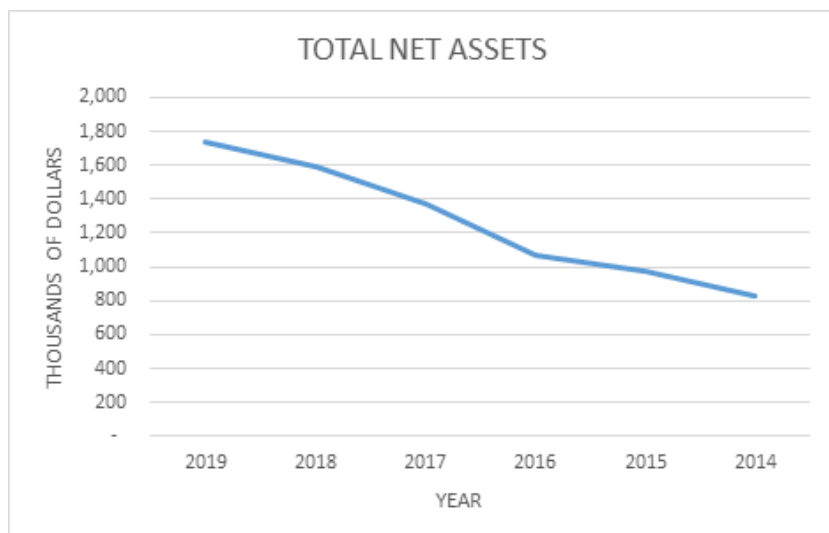
Total net assets (i.e., assets minus liabilities) at December 31, 2019 is \$1,739,000 (2018 - \$1,600,000), up 9% from the previous year, due primarily to the current year's annual surplus. Included in net assets is the unrestricted accumulated surplus of \$1,246,000 (2018 - \$1,139,000), an increase of 9%, representing approximately 72% (2018 - 71%) of total net assets.

Also included in net assets is the Association's internally restricted reserves totalling \$490,000 (2018 - \$451,000), representing about 28% (2018 - 28%) of total net assets. Reserves are set aside to fund the Operating Surplus Reserve of \$290,000 (2018 - \$251,000) to maintain three months of budgeted operating expenses, and the Professional Conduct Reserve of \$200,000 (2018 - \$200,000). The Association has adequate funds to cover these reserves.

The balance of net assets consists of the Association's investment in capital assets such as computer and office equipment.



A graph of the total net assets balance each year-end is below:



The Association invests excess cash totalling \$430,000 (2018 - \$471,000) with a prudent investment mix consisting of about 32% (2018 - 43%) in low-risk GICs, and 68% (2018 - 57%) in stocks and bonds.

For stocks and bonds, about 76% (2018 - 79%) is in bonds, 11% (2018 - 10%) is in Canadian stocks, and 12% (2018 - 11%) is in global stocks. During 2019, the Association earned investment income of \$49,000 (2018 - \$20,000).

Total revenues for the year is \$1,368,000 (2018 - \$1,196,000), up 14% from 2018, meeting 121% of budget. Revenue from active and temporary membership fees of \$1,197,000 (2018 - \$1,124,000) continues to be the main source of revenue, up 6% from 2018, representing approximately 87% (2018 - 94%) of total revenues - meeting 106% of budget. The remaining revenue sources of \$171,000 (2018 - \$72,000) increased 138% during 2019, representing about 13% (2018 - 6%) of total revenue, meeting 298% of budget.

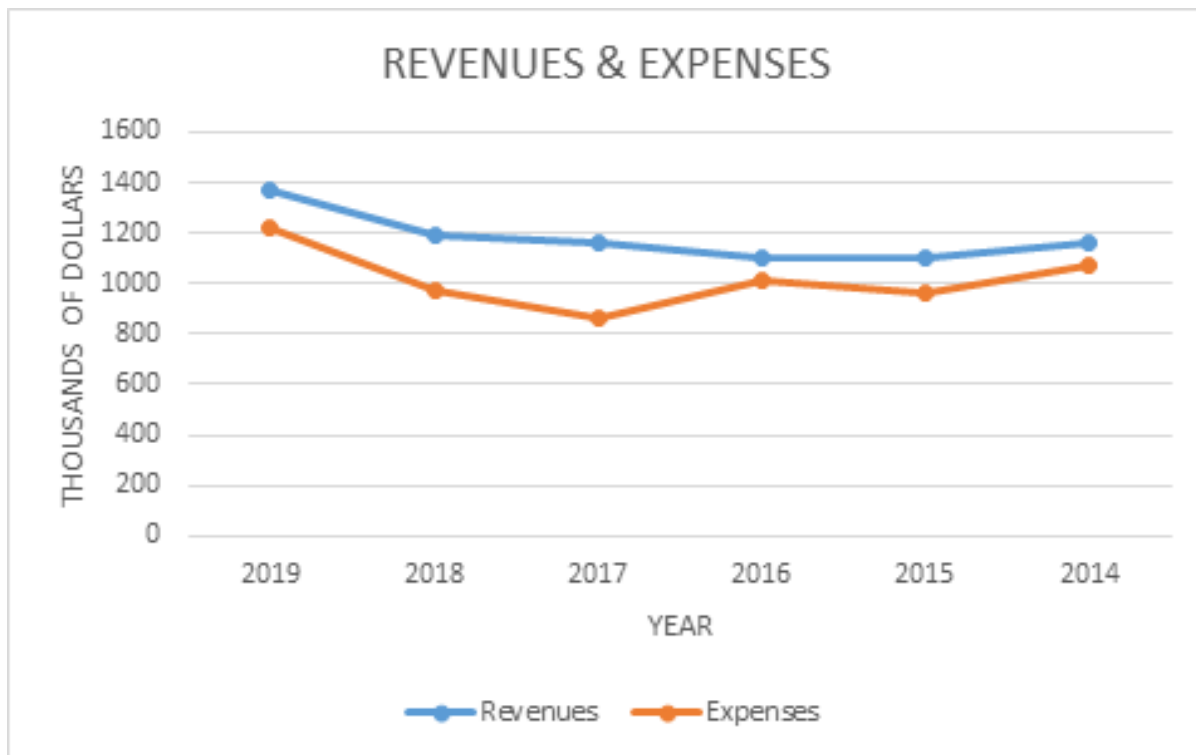
Total expenses for the year is \$1,226,000 (2018 - \$969,000), up 26.50% from 2018, meeting 122% of budget, and represents about 89.60% (2018 - 81%) of total revenues. The increase in expenses is primarily due to increased Consulting expenses for the year. Consulting expense is \$308,000 (2018 - \$65,000), up 374% from 2018, representing about 22.50% (2018 - 5%) of total revenues, meeting 16% of budget.

Board expenses is \$28,000 (2018 - \$15,000), representing 2% (2018 - 1%) of total revenues, meeting 87% of budget. Interest and bank charge expenses is \$53,000 (2018 - \$68,000), down about 22% from 2018, representing 4% (2018 - 6%) of total revenues.

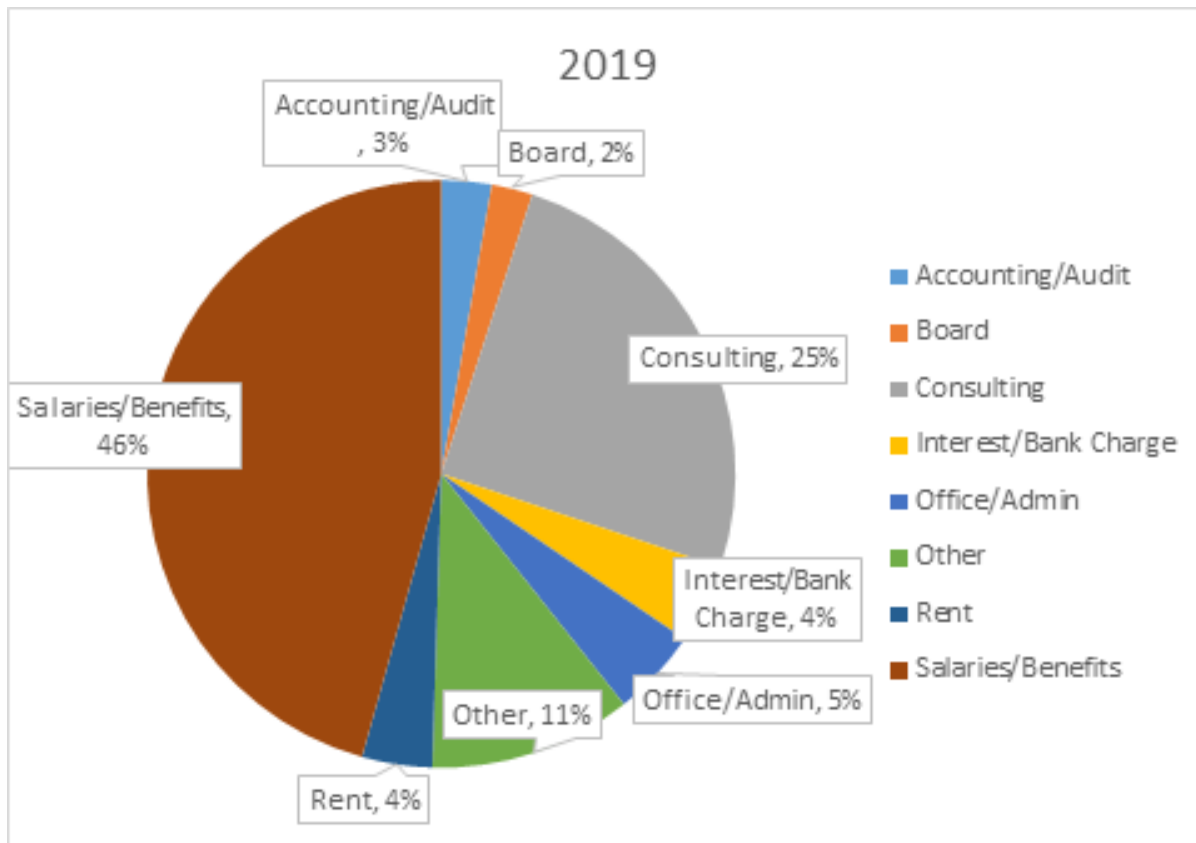
Salaries and related benefits is \$560,000 (2018 - \$580,000), down 3% from 2018, representing 41% (2018 - 48%) of total revenues, meeting 105% of budget.

Consulting fees expense for the year pertaining to professional conduct includes \$18,561 (2018 - \$4,000) and is funded by the Professional Conduct Reserve. The Association replenishes the reserve at year-end to the minimum \$200,000 level.

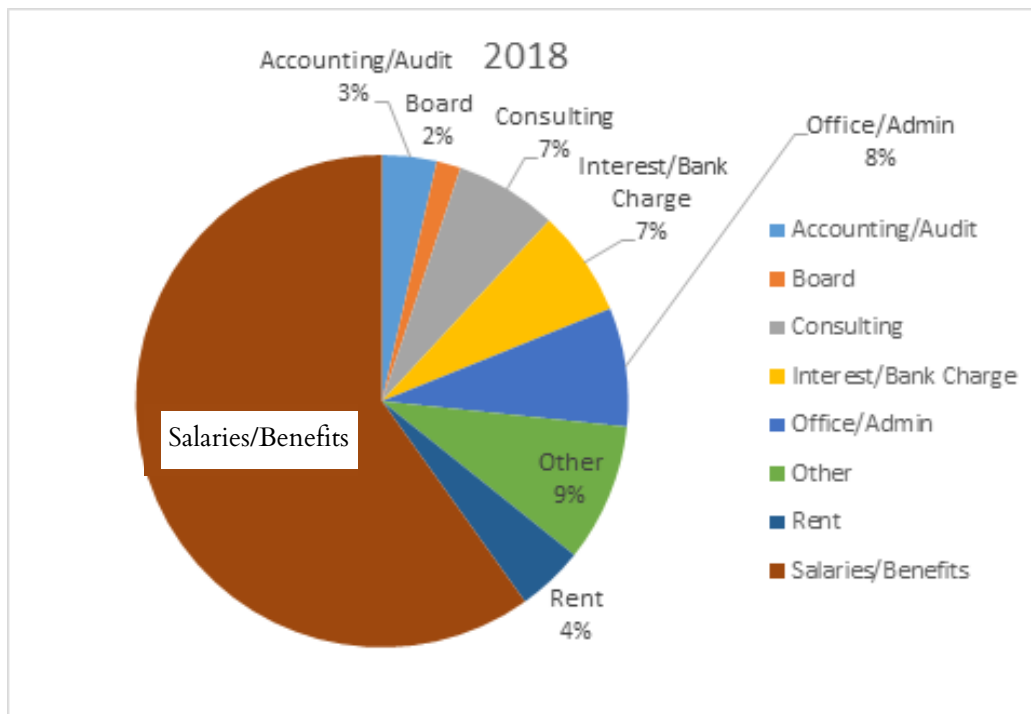
A graph of revenues and expenses is shown below:



Operating expenses for 2019 is shown in the graph below:



Operating expenses for 2018 is shown in the graph below:



## Risks & Outlook

At December 31, 2019, the Association is exposed to a number of risks such as changes in the bond and stock markets, and professional conduct matters from time to time. Overall, the Association manages these risks by using a prudent investment mix and maintaining healthy reserves with adequate funding to fund these reserves.

The Association maintains its not-for-profit status by ensuring that any excess funds are used exclusively for not-for-profit purposes.

Looking forward, the Association will continue to regulate the nursing profession in the North in an efficient and effective manner.

Respectfully submitted,

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## INDEPENDENT AUDITOR'S REPORT

To the Members of  
Registered Nurses Association of NWT and Nunavut

### *Opinion*

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In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2020, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### *Basis for Opinion*

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### *Emphasis of Matter*

Without modifying our opinion, we draw attention to note 10 to the financial statements, concerning the worldwide spread of a novel coronavirus known as COVID-19 and its effect on the global economy. Our opinion is not modified in respect of this matter.

### *Information other than the Financial Statements and Auditor's Report thereon*

Management is responsible for the other information. The other information comprises:

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

### *Responsibilities of Management and Those Charged with Governance for the Financial Statements*

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## INDEPENDENT AUDITOR'S REPORT, continued

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

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- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*Avery Cooper & Co. Ltd.*

Avery Cooper & Co. LTD.

Chartered Professional Accountants

Yellowknife NT

April 19th 2021





## 2020 ANNUAL FINANCIAL REPORT

The Annual Financial Report for the year ended December 31, 2020 is based on the Registered Nurses Association of the Northwest Territories and Nunavut's audited annual financial statements for the year then ended. Responsibility for preparing this Annual Financial Report rests with the Association.

### Highlights

- Clean Audit Opinion issued by the public accountants
- Unrestricted Accumulated Surplus is \$1,566,000 for 2020, up 26% from \$1,246,000 for 2019
- Excess of Revenues Over Expenses is \$320,000 compared to \$142,000 in 2019
- Revenues for 2020 were consistent with 2019 - meeting 117% of budget
- Expenses decreased by 13% from prior year - meeting 92% of budget

### Analysis

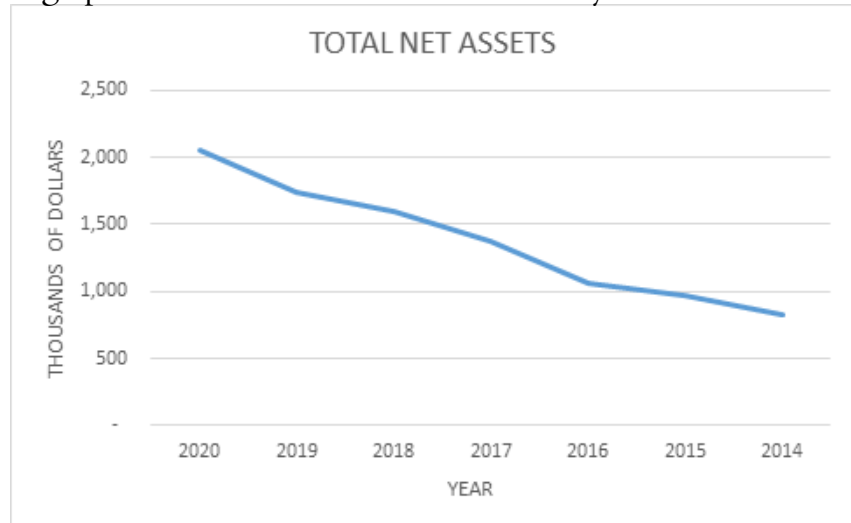
There were no significant changes to the format or presentation of the annual financial statements during 2020.

Total net assets (i.e., assets minus liabilities) at December 31, 2020 is \$2,059,000 (2019 - \$1,739,000), up 18% from the prior year, driven by the current year's annual surplus. Included in net assets is the unrestricted accumulated surplus of \$1,566,000 (2019 - \$1,246,000), an increase of 26%, representing approximately 76% (2019 - 72%) of total net assets.

Also included in net assets is the Association's internally restricted reserves totalling \$490,000 (2019 - \$490,000), representing about 24% (2019 - 28%) of total net assets. Reserves are set aside to fund the Operating Surplus Reserve of \$290,000 (2019 - \$290,000) to maintain three months of budgeted operating expenses, and the Professional Conduct Reserve of \$200,000 (2019 - \$200,000). The Association has adequate funds to cover these reserves.

The balance of net assets consists of the Association's investment in capital assets such as computer and office equipment.

A graph of the total net assets balance each year-end is below:



The Association invested excess cash totalling \$1,319,000 (2019 - \$430,000) with a prudent investment mix consisting of about 76% (2019 - 32%) in low-risk GICs, and 24% (2019 - 68%) in stocks and bonds.

For stocks and bonds, about 76% (2019 - 76%) is in bonds, 11% (2019 - 11%) is in Canadian stocks, and 13% (2019 - 12%) is in global stocks. During 2020, the Association earned investment income of \$38,000 (2019 - \$49,000).

Total revenues for the year is \$1,388,000 (2018 - \$1,368,000), up 1% from 2019, meeting 117% of budget. Revenue from active and temporary membership fees of \$1,276,000 (2019 - \$1,197,000) continues to be the main source of revenue, up 7% from 2019, representing approximately 92% (2019 - 87%) of total revenues - meeting 108% of budget. The remaining revenue sources of \$112,000 (2019 - \$171,000) decreased 35% during 2020, representing about 8% (2019 - 13%) of total revenue, meeting 102% of budget.

Total expenses for the year is \$1,068,000 (2019 - \$1,226,000), down 13% from 2019, meeting 92% of budget, and represents about 77% (2019 - 90%) of total revenues. The decrease in expenses is primarily due to decreased Consulting, Office administration, aboard and Staff Travel expenses for the year.

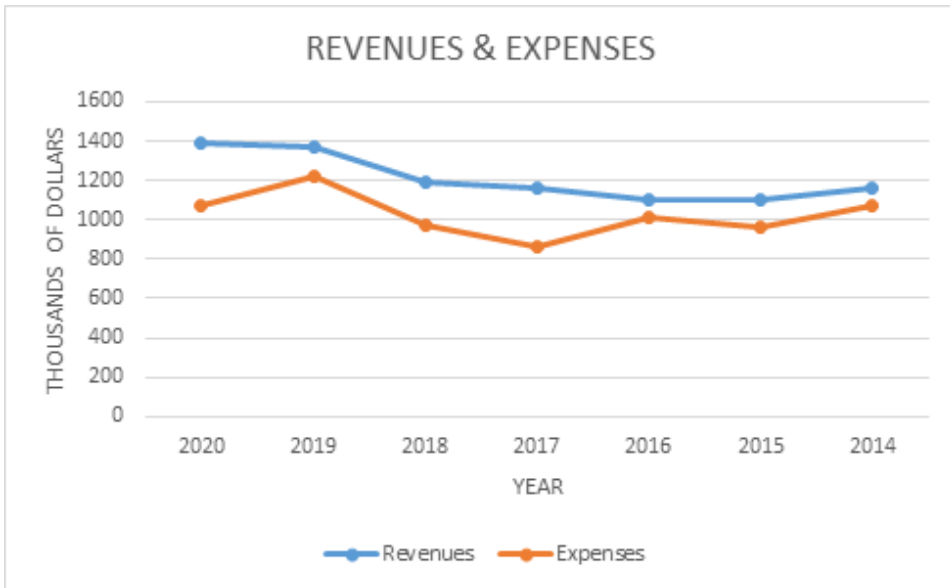
Consulting expense is \$143,000 (2019 - \$308,000), down 54% from 2019, representing about 10% (2019 - 23%) of total revenues, meeting 68% of budget.

Board expenses is \$6,000 (2019 - \$28,000), representing 0.4% (2019 - 2%) of total revenues, meeting 60% of budget. Interest and bank charge expenses is \$32,000 (2019 - \$53,000), down about 40% from 2019, representing 2% (2019 - 4%) of total revenues.

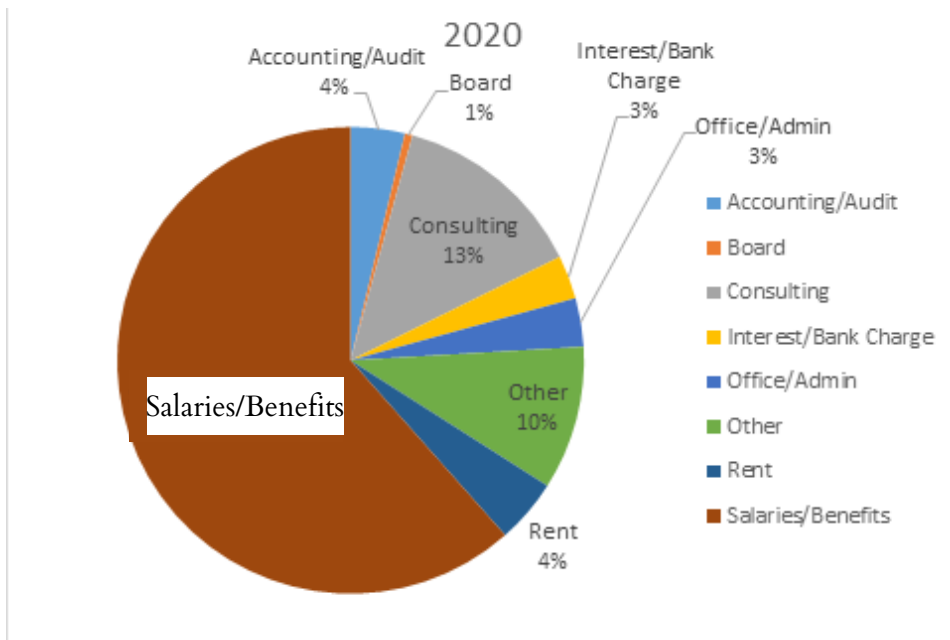
Salaries and related benefits is \$657,000 (2019 - \$560,000), up 17% from 2019, representing 47% (2019 - 41%) of total revenues, meeting 103% of budget.

Consulting fees expense for the year pertaining to professional conduct includes \$23,613 (2019 - \$18,561) and is funded by the Professional Conduct Reserve. The Association replenishes the reserve at year-end to the minimum \$200,000 level.

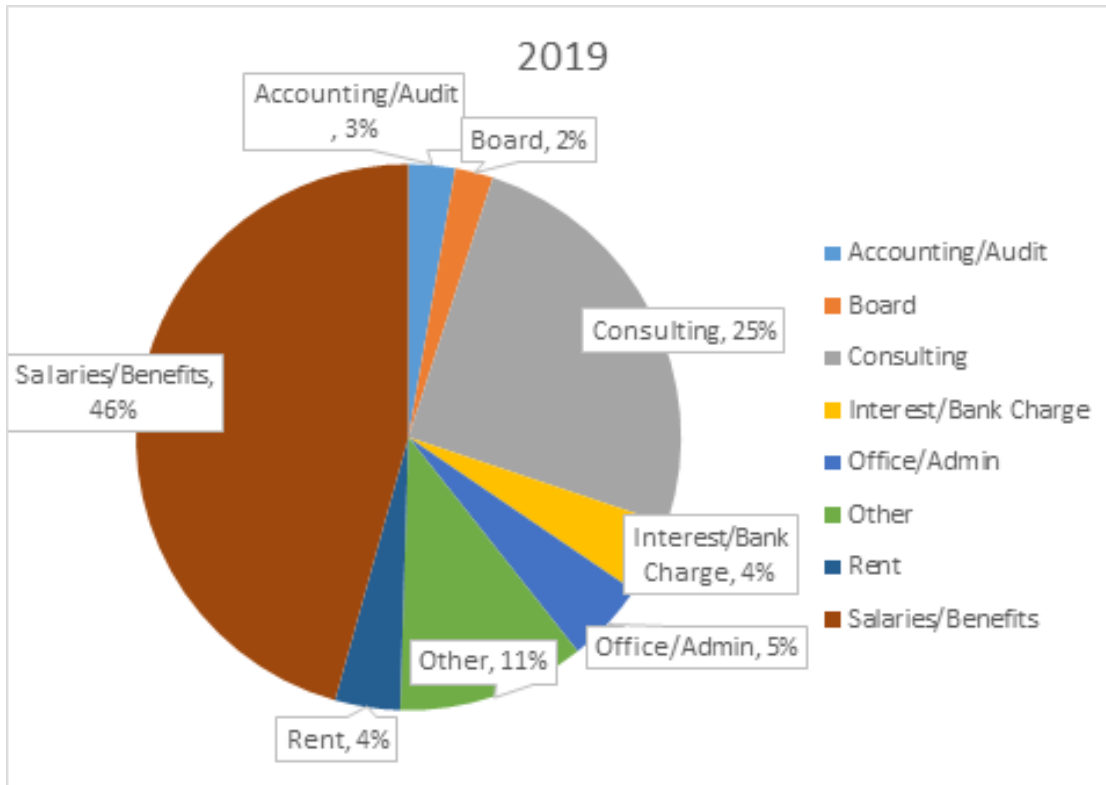
A graph of revenues and expenses is shown below:



Operating expenses for 2020 is shown in the graph below:



Operating expenses for 2019 is shown in the graph below:



## Risks & Outlook

At December 31, 2020, the Association is exposed to a number of risks such as changes in the bond and stock markets, and professional conduct matters from time to time. Overall, the Association manages these risks by using a prudent investment mix and maintaining healthy reserves with adequate funding to fund these reserves.

The Association maintains its not-for-profit status by ensuring that any excess funds are used exclusively for not-for-profit purposes.

Looking forward, the Association will continue to regulate the nursing profession in the North in an efficient and effective manner.

Respectfully submitted,



**Professional Conduct Committee Annual Report  
2019 & 2020**

**Committee Members**

The Professional Conduct Committee members' names have traditionally not been published. A Chairperson and a Deputy Chairperson are appointed by the Board of Directors for this committee. They serve for a period of three years.

**Committee Purpose/ Mandate**

The purpose of the Professional Conduct Committee is to receive and manage complaints alleging poor practice and/or 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. The Chairpersons monitor the progress of investigations. 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 or a Board of Inquiry. The Chairpersons give direction regarding the undertakings in a settlement agreement and the need for an Interim Panel Review.

**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 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 2019.

New complaints accepted	New complaints not accepted	Cases dismissed after full investigation	Cases with SA monitored	Cases closed
14	2	6	9	6

The following table indicates the complaint status for 2020.

New complaints accepted	New complaints not accepted	Cases dismissed after full investigation	Cases with SA monitored	Cases closed
30	6	2	15	20



## **Challenges/ Accomplishments**

We are a small jurisdiction with a transient workforce that are employed in many communities in advanced practice roles providing care and treatment to the public who may have 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**

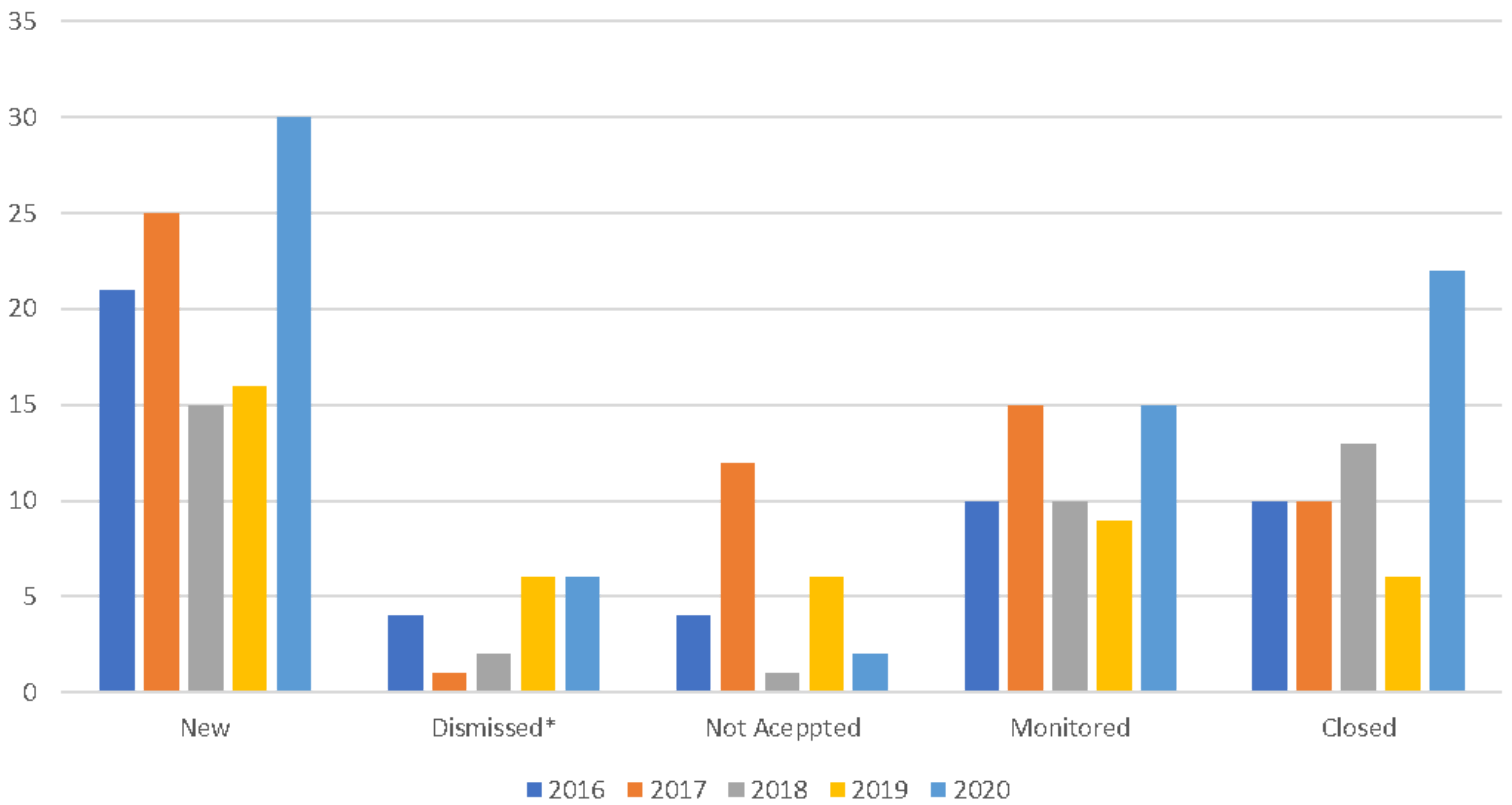
RNANT/NU needs to continue to educate both its members as well as the public regarding what unprofessional conduct is and how it is resolved. RNANT/NU needs to continue to educate the public regarding the complaint process and how to lodge a formal complaint.

Because of the volume of complaints and the extensiveness of the investigative work there needs to be a full-time position as well as a full-time assistant in place to process and resolve complaints in a timely manner.

Respectfully submitted.

Chairperson  
Professional Conduct Committee

## PROFESSIONAL CONDUCT CASES



# EDUCATION ADVISORY COMMITTEE ANNUAL REPORT 2019-2020

## 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:

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.

## Activities/Projects

In 2022 the new approval program for the Schools of Nursing will be implemented. Both Aurora College and Arctic College programs will be completing the approval process for nursing education programs leading to registration as a registered nurse.

## Challenges/Accomplishments

Challenges: Position vacancies, mostly related to government staff turnover.

Accomplishments: Establishing an up-to-date approval process that will decrease repetitive tasks for the schools of nursing. The committee would like to thank Ms. Bowen for her ongoing support and help during this process.

## Recommendations

The EAC Committee recommends the following:

- 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

# REGISTRATION COMMITTEE ANNUAL REPORT 2019-2020

## Committee Purpose/Mandate

The Registration Committee advises and makes recommendations to the Board of Directors regarding registration requirements, fees, granting temporary certificates, revising/creating registration policies and recognition of entry to practice examinations for RNs and NPs. The committee reviews Continuing Competency Plans (CCP) as required by the Nursing Professions Act (NPA), reviews the assessment of practice hours applications, and conducts appeals of registration decisions.

## Meetings

The committee meets monthly and when special meetings are needed. They do not meet in the months of July or August unless there is a violation or an appeal.

## Activities/Projects

### 1) Registration 2019 & 2020

- a) Online registration ongoing.
- b) Online renewal established.
- c) Online CCP (2021) review and implementation.
- d) Employer and agency section created on website.

### 2) Committee Projects

- a) CCP: The committee is completing the work of revising the Continuing Competency Program. The new online CCP program will come into effect during the 2021 renewal period. Members will now be required to submit their CCP online each year during renewal and with initial and reinstatement applications.
- b) CCP Audit: ongoing
- c) Website: Updates to the registration and CCP sections were done throughout the year as required.
- d) The development and implementation plan for a jurisprudence model was ended as the new CCP Program will meet the jurisprudence requirements.
- e) Appeals and Violations: This numbers of appeals and violation decreased in 2019 and 2020.
- f) Assessment of hours: We have seen an increase in submissions as nurses continue to diversify in their place of employment.

## Challenges

1) Volunteer membership in this committee has been fluctuating due to Covid 19 and increased demands on registered nurses. The committee continues to recruit as needed.

## Recommendations

The committee recommends that funding continue to upgrade the website to allow for educational modules to be created and all registrations be accessible online.

The committee extends a thank you to the staff at RNANT/NU. Your support and assistance to this committee is invaluable. We look forward to another exciting year.

The committee would like to thank the members for providing positive and constructive feedback over the last two years as we transitioned to the online format. Your continued input helps us to keep the website user friendly for all members and employers.

Respectfully submitted by,  
Kera Quinlan, Chair