



REGISTERED NURSES ASSOCIATION
OF THE NORTHWEST TERRITORIES AND NUNAVUT

CONNECTIONS

Summer 2020

CONNECTIONS

Summer 2020

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RNANT/NU is both a regulatory body and a professional association. Our mission is to promote and ensure competent nursing for the people of the Northwest Territories and Nunavut.

Table of Contents

Executive Director’s Report	3	CNPS	12
President’s Report.....	5	CNA	13
Renewal FAQ.....	6	Professional Conduct Decisions.....	17
APN Survey.....	9	CADTH: Tech to support aging	22
Welcome Tammy.....	10	Registration Info	24
Personal Support Worked Preceptor of the Year.....	11	Volunteer	27

EXECUTIVE DIRECTOR'S REPORT

Welcome to the summer edition of the newsletter. I hope that you enjoy it. If you have any comments or stories to share, please consider contributing to the newsletter.



CNA held their Annual Members Meeting virtually on June 22nd. Tim Guest assumed the Office of President and Sylvain Brousseau was elected into the position of President-Elect. This is a challenging period for CNA and at the end of August they will be receiving the final two reports commissioned by the Board to chart a path to the future. The Board will then be tasked with reviewing and implementing the recommendations. As members of RNANTNU, you are also members of CNA.

In this newsletter we have highlighted some of the benefits of being a member of CNA. I would like to highlight one such benefit: becoming a member of the Canadian Academy of Nursing. Membership is available to all regulated nurses who are members of CNA. The benefits of membership include:

- discounted registration fees at specific CNA events.
- opportunities to participate in national discussion and influence national policy.
- access to online forums for exchanging information and sharing experiences which will prove to be invaluable to novice and emerging leaders, managers, executive leaders, and policy leaders.
- complimentary access to the following Longwoods publications, the Canadian Journal of Nursing Leadership, Healthcare Papers, Healthcare Policy, Healthcare Quarterly, and World Health & Population.

Do you know of a northern nurse, or are you a nurse who has demonstrated outstanding and sustained contributions to the improvement of health, health care and/or nursing at the national/international/provincial or territorial level that had regional impact? Then you could consider applying for the Canadian Academy of Nursing Fellowship program. This fellowship recognizes and celebrates the most accomplished nurses in Canada across all domains of nursing practice. Honouring the best of our profession, Academy Fellows will earn the right to use the credential Fellow of the Canadian Academy of Nursing (FCAN).

I believe that a northern nursing voice is needed at the national level and the Academy of Nursing and the Fellowship Program are two ways we can raise our concerns and ideas. If you are interested in contributing to a national dialogue, then consider joining. More information here <https://www.cna-aiic.ca/en/academy>.

If you're like me, you have been inundated with COVID through social media, email, and the news. One item that came across my desk was Mindful Healthcare Speaker Series. I want to draw your attention to one of the speakers - Rheanna Hoffman, a travel nurse, who chose to go to New York City and work during the height of



EXECUTIVE DIRECTOR'S REPORT

the pandemic. Her discussion of her work, what she experienced and how she applied mindfulness and self-care techniques while at work and at home was very illuminating and practical. If you are looking for inspiration, listen to her podcast. It's available online at:

<https://www.mindfulhealthcaresummit.com/mhss-watch/>

In the office we are working on the following projects:

- Moving to One Regulator - adding to the register LPN and RPNs. Both the Government of the Northwest Territories and the Government of Nunavut have signed MOUs to work on this exciting initiative.
- On a national level, the Nurse Practitioner Working Group has reconvened and will continue its work on entry level competencies, an entry level exam, continuing competence, standards of practice, registration, and re-entry.
- Revisions to the Continuing Competence Program
- Preparing for 2021 renewal, which opens to our members on Oct 15th, 2020

If you have questions or comments, do not hesitate to contact either Krista at execast@rnanntnu.ca or myself at ed@rnanntnu.ca or by phone at (867) 873-2745.

Denise Bowen MN, RN

CONTINUING COMPETENCY AUDIT

The Continuing Competency Program will be changing in 2022. Updates and information will be available on our website and in our newsletters .

NPR-FIPP

The Nurse Practitioner Regulation Framework Implementation Plan Project (NPR-FIPP) is a multi-year, multi-faceted initiative commissioned by the Canadian Council of Registered Nurse Regulators (CCRNR).

Learn more [here](#)

PRESIDENT'S REPORT



It is officially summer. Summer is one of the most beautiful seasons of the year. The amazing blue sky and vibrant colors of nature makes the future feel more promising. Summer is typically the season when we change our routines; we take vacations from work and often travel. Summer 2020 is different. What would have been considered “routine” has already changed dramatically in the past 4 months. Travel continues to be restricted. “Gatherings” continue to be monitored. Services continue to be limited. We are often encouraged to accept what is being described as “the new normal”. Regardless of what the changes may be, as nurses, we continue to provide essential services to the clients whom we care for. It is unlikely that there is anyone in Canada who has not been touched by the essential service that nurses provide. As we pause and recognize the incredible perseverance and effort of all nurses during the COVID19 pandemic, I encourage you to never forget this time in history.

I would like to take this opportunity to thank the RNANT/NU staff, leadership and the board for their continued efforts to move the Association forward through this difficult and uncertain time. RNANT/NU staff and leadership have been working incredibly hard to quickly grant expedited registrations and ensure nurses are supported and able to meet standards.

To all nurses, I hope you have some time this summer to spend with your family and friends to refresh and safely restore all the energy and vitality that 2020 should have brought us. Keep well, stay safe, and enjoy this summer.

Best wishes!

Jennifer, BN RN PC (C)



RENEWAL



1. How does RNANT/NU contact me about renewal?

Information will be available on our website and social media. All members will receive a reminder email when renewal opens.

2. What if I have changed my email address?

You can update your email address in the members portal. An email address that you check frequently is preferred as updates and information are provided by email. We do not recommend using your work email address as some email may be blocked by the employer.

3. When and where do I renew?

On October 15, 2020, applications for renewal will be available in [your portal \(https://portal.rnantnu.ca/webs/rnantnu/\)](https://portal.rnantnu.ca/webs/rnantnu/) and renewal applications are due by November 30, 2020. Applications received after December 01, 2020 will be subject to a \$100 late fee. If you require a copy of your 2020 membership card or invoice you must download it before October 14. It will not be available after October 14, 2020.

4. When will I find out if my registration has been approved?

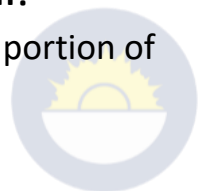
Upon submission of your completed renewal application, you will receive an email indicating your application is under review. When the application has been approved you will receive a second email indicating that your registration is approved for the 2021 registration year (January 1 – December 31, 2021). To complete your registration, pay your registration fees via your portal. Once payment is received, your account will automatically update with your membership card and receipt.

5. How can I check the status of my registration after I have renewed?

Use [Find a Nurse \(https://portal.rnantnu.ca/webs/rnantnu/\)](https://portal.rnantnu.ca/webs/rnantnu/) or sign into your account for status updates. Please notify us immediately if there are any issues.

6. I already paid a CNA fee with another jurisdiction. Why do I have to pay again?

RNANT/NU remits payments for all members to CNA and does not refund this portion of your renewal fees.



RENEWAL



7. What happens if I do not renew?

All members must renew their licences within the renewal period. Should you not wish to hold an active RNANT/NU registration, you may choose an associate non-practicing registration. You may also choose not to renew. If you do not renew your 2020 registration before December 31, 2020 and wish to practice in 2021 you will be required to complete the RN or NP Reinstatement Application.

8. What is the process for employer paid renewals?

Employer paid renewal is from October 15 – November 20, 2020. The payment page of the renewal application has a drop-down menu listing employers. If your employer is on the list you may choose for your registration fees to be invoiced to your employer or make the payment yourself. If your employer is not on the list, you must complete the payment portion with a valid Visa or MasterCard.

9. I am missing hours and do not meet the RN requirements of 1125 in 5 years and for NPs 1125 in 4 years. What do I do?

Please refer to [Policy R9: Practice hours for Registered Nurses and Nurse Practitioners](#). If you are in a non-traditional nursing role you can complete the [Assessment of Nursing Practice Hours](#) package on our website

10. I am a new RN or NP; do I have to complete the Continuing Competence Program (CCP)?

Yes, all members are required to complete a CCP for each registration year (January 1 – December 31). Each January 10% of members are audited and required to submit their CCP. More information about the program is available on our website [here \(https://www.rnantnu.ca/rn-information/continuing-competence/\)](https://www.rnantnu.ca/rn-information/continuing-competence/).



RENEWAL



11. What if I have an active registration but I'm on leave from work (maternity, disability, etc.). Do I have to complete the CCP?

Yes, all members are required to complete a CCP each year. The expectation is that you will remain current in your area of practice.

12. What are the payment options?

Payment options include Visa, MasterCard, and money order. See #8 for information on direct billing to employers .

13. How do I get a copy of my receipt and registration?

Receipts and registration cards can be printed from the members portal.

We're here to help.



If you require assistance with setting up your profile, navigating the renewal process, or paying for your renewal please email info@rnanntnu.ca or call 867-873-2745 ext. 21.

For questions about CCPs or practice hours email registrar@rnanntnu.ca or call 867-873-2745 ext. 22.

NCLEX-RN WRITING DATES

Please note that these dates may change depending on the COVID-19 pandemic and the Chief Public Health Officers orders.

Nunavut

September 2 & 3, 2020

Northwest Territories

Fall dates not confirmed

Visit [our website](#) for the most up-to-date information

<https://www.rnanntnu.ca/nclex-rn/writing-dates/>



**TAKE A
SURVEY**

**YOUR OPINION
MATTERS**

APN Global Research Study

COVID-19 Research: Request for study participants.

Who is conducting this study and what is it about?

This study was developed by a group of researchers from the ICN Nurse Practitioner/Advanced Practice Nurse (ICN NP/APN) Network. We are interested in your experiences professionally and personally during the COVID-19 crisis.

Who can participate in this study?

Participants must meet the following criteria:

1. Be an Advanced Practice Nurse (NP/CNS). For example, you may be working clinically, in education, research, policy-making or other related NP/APN work.
2. Be able to read and write in English.
3. Have access to an Internet connection

What are the participants asked to do?

Participants are invited to complete a short questionnaire, which should take 15 minutes of your time. There is an optional opportunity to share additional experiences as a case study.

Why would participants want to complete this study?

Participation will help provide much-needed information to understand the impact that COVID 19 has on Advanced Practice Nurses. Participation is voluntary, confidential, and has no foreseeable risk or harm.

How may I participate in this study?

To get started please click on this link: https://hud.eu.qualtrics.com/jfe/form/SV_6J2UVKfT4lqdXjD

NEWS! NEWS! NEWS!

Hello Members of RNANT/NU,

My name is Tammy Oliver-Snook and I am your new Registration Coordinator while Erin Wright is away on maternity leave. From Newfoundland and Labrador, I recently moved to the Northwest Territories with my partner to advance our careers. I am a recent Bachelor of Commerce Honours graduate from Memorial University with a career passion for project management and social enterprise as well as an advocate for financial literacy among the youth in Canada. Throughout my degree, I was involved in many things ranging from being a part of the Commerce Class of 2020 student council to being crowned Miss Newfoundland and Labrador 2018/2019. I was eager to accept a position in the healthcare industry, as before I chose Business School, I initially desired to become a nurse. I decided against nursing as I knew my heart would not be able to handle the incredible and invaluable work that every one of you endures daily. Therefore, I am humbled to work as the Registration Coordinator with RNANT/NU; a capacity that allows me to help nurses gain registration requirements, so they are able to receive employment to serve and care for patients in Northern Canada.



I look forward to hearing from you.

Tammy



2020 is the Year of the Nurse and Midwife, and we would like to celebrate our unique northern nurses through stories and pictures.

In every newsletter we have a section called “A Nurse to Know”. Send us a story and a picture recognizing a nurse that has impacted your practice, your community, or the North. Information can be found [here](https://www.rnantnu.ca/wp-content/uploads/2019/10/Nurse-to-Know-Nominee-Information.pdf) (<https://www.rnantnu.ca/wp-content/uploads/2019/10/Nurse-to-Know-Nominee-Information.pdf>).



Aurora College

Personal Support Worker Preceptor of the Year

In this unprecedented time, we would like to recognize the health care workers who contribute to the health care team. Thanks to Aurora College for submitting this.

To celebrate Personal Support Workers Day in the Northwest Territories, Aurora College has named Florence Komuhangi the College's first *Personal Support Worker Preceptor of the Year*. Komuhangi, who works in Home Care in Yellowknife, was nominated by a student in the Personal Support Worker Certificate program and chosen by PSW faculty.



The Preceptor of the Year recipient is a preceptor who goes above and beyond expectations in promoting student learning and achievement, serves as an outstanding role model for Personal Support Workers, promotes the preceptor role among colleagues in practice, and demonstrates excellence in teaching and learning. Graduating students were invited to submit a nomination letter for a preceptor they felt meets these qualifications.

In her nomination, Komuhangi is described as a mentor who listens to student concerns, who gives them a safe space to learn and grow, and who creates an environment where students feel comfortable asking questions. She encourages students to use the knowledge they have acquired through their education and to use their voices as part of the healthcare team to advocate for their clients.

While the role of Personal Support Workers in the health care system has always been an integral one, events of the past few months have highlighted the key role they play in the health and well-being of many of the most vulnerable members of our society. At a time when most people are working from or isolating at home, Personal support Workers show up every day to provide care and compassion.

Aurora College is grateful for the support and mentoring provided by Florence Komuhangi, and all of the Personal Support Worker preceptors, practicum supervisors and the facilities that support the learning and growth of our students. Without them, our graduates would not have the depth and breadth of knowledge and experience that they do when they enter the workforce.

Every year we celebrate Personal Support Workers Day, acknowledging that it takes strong, capable, and compassionate people to care for vulnerable populations. This year especially during COVID-19, we recognize not only their strength, but their dedication to their most important role in health care. PSWs are out there every day caring for loved ones.

-Jodi Brennan, Chair, School of Health and Human Services, Aurora College



CNPS Canadian Nurses Protective Society

CNPS has a newly designed website and several article on COVID related nursing legal considerations, including this article:

Four Things to Know about Professional Nursing Services During a Pandemic

Nurses are a key asset during a pandemic

Prior to becoming licensed in any registration category, nurses complete years of education, pass exams, and then undertake continuing professional development throughout their professional careers. Nursing knowledge and skills are accompanied by competencies such as effective professional presence, critical thinking, triage, and advocacy. During extraordinary circumstances like a global pandemic, professional nursing services, particularly clinical and administrative, are needed even more acutely than usual. Do not underestimate their importance; there is no substitute for them. This reality is reflected in standards and guidelines produced by nursing regulators, as well as in the CNA Code of Ethics, sometimes described as the duty to provide care.

To read the full the article visit <https://cnps.ca/article/four-things-to-know-about-professional-nursing-services-during-a-pandemic/>

CNPS Webinars

In support of healthcare efforts to contain the progression of COVID-19 across Canada, and acknowledging the crucial need for nursing resources, the CNPS is presently suspending webinars that are not of relevance to the current circumstances.



CNA calls on governments to redesign long-term care to address serious ‘vulnerabilities’

Ottawa, May 27, 2020 — In a report released today titled [2020 Vision: Improving Long-term Care for People in Canada](#) [PDF, 979.9 KB], the Canadian Nurses Association (CNA) calls for decisive action to respond to the staggering effects COVID-19 has had on our health-care system, economy and lives.

“While a Canada-wide public health campaign to flatten the curve has largely spared our hospitals the devastation witnessed in countries like Italy and the United States, the pandemic has exposed long-standing vulnerabilities in Canada’s long-term care (LTC) sector,” said CNA president Claire Betker.

Canada has had unacceptable rates of COVID-19-related deaths in LTC; by late April, 79% of the country’s deaths due to COVID-19 were linked to outbreaks in these care facilities. “These tragic numbers are in part a result of decades of neglect of the LTC sector and a growing mismatch between the level of care required by people living in those settings,” said Betker.

To address the flaws COVID-19 has revealed in the support and care systems available to Canada’s vulnerable seniors, CNA recommends three strategic actions:

1. The Government of Canada should immediately appoint a commission of inquiry on aging in Canada.
2. Federal public health leaders must work with provincial and territorial governments and public health leaders to formally review the country’s COVID-19 response and organize preparations for the next pandemic.
3. Federal, provincial and territorial governments must increase investments in community, home and residential care to meet the needs of our aging population.

“Residents of LTC have greater and more complex requirements than ever before. Changes to staff mix and inadequate staffing levels mean that workloads in this sector are unacceptable for care providers and unsafe for residents. It is time for meaningful action to address these serious issues and to redesign the way we provide care to older adults,” said Betker.

Read the full report, [2020 Vision: Improving Long-term Care for People in Canada](#) [PDF, 979.9 KB].





Consider Joining the Canadian Academy of Nursing



The Canadian Academy of Nursing is the first pan-Canadian organization dedicated to identifying, educating, supporting, and celebrating nursing leaders across all the

regulated categories and all domains of practice.

The academy will be a comprehensive Canadian hub designed to educate, empower and support nurses to lead, advocate, innovate, and influence public policy that leads to sustainable change.

Learn more [here](#)

Read the Canadian Nurse online

Canadian Nurse is an innovative website providing practical information to support professional nursing practice at point of care and in all domains. Canadian Nurse provides a platform to share ideas, strategies and innovations that have been tried and tested in the field.

New content is posted every week focusing on best practices, analysis, opinions, profiles, research summaries, advice from experts and insights into all aspects of the profession. Over the coming months, additional features like polls and videos will be introduced.

Access to Canadian Nurse is free to all members of the Canadian Nurses Association.

<https://www.canadian-nurse.com/>

**CANADIAN
NURSE**™

CNA Certification Program

Nurses who applied to write an exam in May will be able to write it in the fall window, which runs from October 15 to November 15, 2020. - See more at: <https://www.cna-aicc.ca/en/certification#sthash.xXvjgrrr.dpuf>

CNA certification is a nationally recognized nursing specialty credential for nurses.

To become certified, you must pass a rigorous computer-based exam. There are two exam windows annually (see [important dates](#)). Your exam preparation will be unique, depending on what you already know in your specialty. We offer many [exam preparation resources](#), as do many [nursing specialty associations](#).

If you become certified, your credential will be valid for a five-year term. At the end of five years, you can [renew](#) by submitting a record of continuous learning hours or rewriting the exam.

Learn more [here](#)



On June 22, 2020, at CNA's Annual Meeting of the Members, we sadly had to say goodbye to the outgoing President Claire Betker, and welcome the incoming President Tim Guest. At the meeting Sylvain Brousseau was the successful candidate in the President-Elect vote. Welcome to both Tim and Sylvain.



President

Tim Guest, RN, BScN, MBA

Tim is a Registered Nurse with a BScN from the University of Alberta and a Master of

Business Administration in Executive Management with Specialization in Leadership from Royal Roads University.

Tim has 28 years of experience in the healthcare system from clinician to senior executive in Alberta and Nova Scotia in academic, urban and rural locations. Tim's program responsibilities during his career have included Medicine, Emergency, Critical Care, Ambulatory Care, Perioperative/Surgical Services, Obstetrics, Psychiatry, Pediatrics, NICU, Pathology and Laboratory Medicine, Endoscopy, Diagnostic Imaging, Trauma, Long Term Care, Home Care, and Public Health.

Tim is an accreditation surveyor with Accreditation Canada, and has an adjunct appointment with the Dalhousie University School of Nursing.

He has also been a board member of the United Nurses of Alberta, College and Association of Registered Nurses of Alberta, College of Registered Nurses of Nova Scotia, Canadian Nurses Association, and was elected the President-elect of the Canadian Nurses Association in June of 2018.



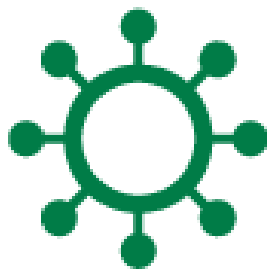
President-Elect

Sylvain Brousseau, RN, PhD

The 21st century nursing profession is facing numerous challenges — such as nursing shortages,

the increasing number of seniors, a chronically ill population as well as the emerging opioid crisis. All of these challenges are inflating Canadian health-care expenses. In being able to adapt to rapidly changing health-care demands, Canadian nurses, as a sociopolitical force, possess the leadership to contribute actively in solving these actual and future challenges. In addition, nurses are professional influencers, capable of and responsible for resolving these coming challenges. We are a united nursing national voice and have a leading role in formulating Canadian-wide health-care policies.

I am confident that my governance experience within nursing boards in Québec (13 years), CNA (2 years) and now the University of Québec's Governors (3 years), strengthen my skills in making complex decisions about local, provincial and national nursing issues. I'm confident that I have the political leadership experience and competencies — in addition to passion, vision and commitment — to become the next CNA President-elect. I am eager to pursue the strategic positioning of CNA in relation to health on national and international levels and with a focus on the needs of Indigenous Peoples.



COPING WITH STRESS, ANXIETY, AND SUBSTANCE USE DURING COVID-19: HOW ANIMALS CAN HELP

The COVID-19 pandemic has created disruptions in our lives that can cause feelings of stress and anxiety. These feelings are normal.

Stress and anxiety may cause you to experience:

- ⦿ Fear or constant worry
- ⦿ Anger or being easily irritated
- ⦿ Difficulty sleeping
- ⦿ Difficulty concentrating
- ⦿ Struggling to make decisions
- ⦿ Consuming more alcohol, cannabis or other substances than usual

Did you know:

The connection between humans and animals can be important in reducing stress and anxiety.



In the *Life In Recovery from Addiction in Canada* survey led by CCSA, 88% of Canadians identified their relationship with animals or pets as an important support in their recovery from addiction.

Activities you can do with your pet to cope

Don't have a pet? Connect with therapy dogs online at therapydogs.ca to PAWS your stress.

- Stay active and keep busy.** Watch therapy dog **Mia** and nanaier **Dan** play hide and seek.
- Stay connected** with friends and family. Watch therapy dog **Anna-Belle** and nanaier **Coreen** connect to learn new dance moves.
- Take a break.** See how therapy dog **Zapnoo** takes a break to relax.
- Put structure in your day.** Watch therapy dog **Aimona** go for regular bike rides.
- Take care of your body.** Check out what therapy dogs **Bizzaro** and **Smore** eat to keep healthy.

If you use substances

- 1 Monitor your use of substances: pay attention to the frequency and context of your use.
- 2 Follow **Canada's Low-Risk Alcohol Drinking Guidelines**.
- 3 Follow **Canada's Lower Risk Cannabis Use Guidelines**.
- 4 Avoid stockpiling alcohol, cannabis and other substances.
- 5 Reach out for help if you feel your substance use is becoming a problem.

Photo Cr

REACH OUT FOR HELP

Talk to a family member, friend or seek professional support, if needed. For additional resources and support visit Wellness Together Canada.

For more information visit, ccsa.ca/impacts or www.mentalhealthcommission.ca



PROFESSIONAL CONDUCT DECISIONS

RNANT/NU Member # 6943

On December 11, 2019 the Chairperson of the Professional Conduct Committee approved a settlement agreement between RNANT/NU and the Member. The Member attended a potluck dinner party with other nurses from the community health centre. The Member brought brownies which had THC oil in them. The Member denied putting anything in the brownies. Two of the nurses, one who was on call, had specifically asked the Member regarding the ingredients of the brownies, had eaten a brownie and not long after began to feel anxious and unwell.

Another nurse who was not on call also experienced an adverse reaction. The Member entered Alternate Dispute Resolution. The Member will complete the Responsible Nursing self – study course at McEwan University. The Member will read several scholarly articles to enhance her knowledge of the medical and nonmedical use of cannabis and its products. The Member will then write a self – reflection of her actions and how these actions were a threat to public safety as well as the safety of the nurses.

RNANT/NU Member # 5152

On December 11, 2019 the Chairperson of the Professional Conduct Committee approved a settlement agreement between RNANT/NU and the Member. The Member, as nurse in charge of the shift, refused to allow one registered nurse assist another registered nurse who was caring for a cardiac patient who was having a STEMI, therefore delaying the administration of the TNK treatment. The Member failed to accept and challenged two registered nurse's triage assessment of patients experiencing significant abdominal pain and respiratory signs and symptoms

therefore delaying further assessment and treatment of the patients. The Member created and contributed to a toxic work environment by intimidating and bullying her co-workers and her nursing colleagues. The Member entered Alternate Dispute Resolution. As part of the settlement agreement the Member will complete the Level 5 Triage and Patient Assessment Program. The Member will read scholarly articles regarding incivility, bullying and workplace violence. The Member will respond in writing to specific questions related to the readings and how her conduct impacts the work environment.

RNANT/NU Member # 5656

On January 2, 2020, the Chairperson of the Professional Conduct Committee approved a settlement agreement between RNANT/NU and the Member. The Member was involved in interprofessional, intraprofessional and/or interpersonal conflicts in the workplace on more than one occasion with doctors, nursing colleagues, patients and other health care staff. The Member failed on more than one occasion to thoroughly and accurately assess prenatal patients. The Member entered Alternate Dispute Resolution. The Member will take the Responsible Nursing self – study course and the Interpersonal Aspects of Nursing self – study course at McEwan University. The Member will attend supportive counselling to assist and support the Member regarding positive conflict resolution.



PROFESSIONAL CONDUCT DECISIONS

RNANT/NU Member # 3736

On January 2, 2020 the Chairperson of the Professional Conduct Committee approved a settlement agreement between RNANT/NU and the Member. The Member failed to document thoroughly and accurately, on more than one occasion, which lead to confusion as to what diagnosis and treatments were initiated. The Member failed to perform safe, thorough and accurate client assessments, on more than one occasion, resulting in misdiagnosis, over prescribing of pain medication, arranging for unnecessary travel for non – urgent medical treatment as well as causing stress to the client and family. The Member failed to dispense and record controlled drugs as per best practices and in accordance with the NWT Drug Formulary and employer policies and procedures. The Member entered Alternate Dispute Resolution. The Member will take the Documentation in Nursing self – study course and the Introduction to Health Assessment self – study courses at McEwan University. The member will write a reflective practice paper on the ethical and legal obligations of a nurse practicing, in an expanded practice role as a Community Health Nurse, in the Northwest Territories or Nunavut.

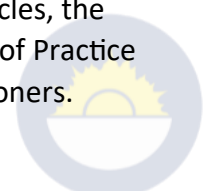
RNANT/NT Member # 6182

On January 23, 2020 the Chairperson of the Professional Conduct Committee approved a settlement agreement between RNANT/NU and the Member. The Member failed, on more than one occasion, to follow the policies and protocols as outlined in the Nunavut Formulary when dispensing controlled substances. The Member failed, on more than one occasion, to thoroughly assess clients before determining an appropriate plan of treatment. The

Member failed, on more than one occasion, to document information that was accurate, pertinent, current and comprehensive concerning the condition and care of the patient or the services provided. The Member also failed to document in accordance with the Government of Nunavut documentation policies, RNANT/NU Documentation Guidelines and the SOAP documentation guidelines. The Member failed, on more than one occasion, to follow best practice guidelines for the proper treatment and management of pain. The Member entered Alternate Dispute Resolution. The Member will complete the Responsible Nursing self – study course, the Documentation in Nursing self – study course and the Introduction to Health Assessment self – study course at McEwan University. The Member will also read and study the SOAP documentation guidelines.

RNANT/NU Member # 5843

On February 5, 2020 the Chairperson of the Professional Conduct Committee approved a settlement agreement between RNANT/NU and the Member. The Member abandoned her nursing position at a community health centre without giving formal written resignation notice, to either her Supervisor of Community Health programs or the Acting Director of Health Programs for the region causing a serious nursing shortage in the community. The Member entered Alternate Dispute Resolution, was accountable and cooperative. The Member will complete the Responsible Nursing self – study course at McEwan University. The Member will write a reflective practice paper on ethics and community health nursing, referencing scholarly articles, the Code of Ethics (2017) and the Standards of Practice for Registered Nurses and Nurse Practitioners.



PROFESSIONAL CONDUCT DECISIONS

RNANT/NU Member # 6551

On May 28, 2020 the Chairperson of the Professional Conduct Committee approved a settlement agreement between RNANT/NU and the Member. The Member posted on Facebook information related to COVID – 19. The postings consisted of fear mongering messages from sources that were not credible with inaccurate information disputing the Chief Public Health Officer’s public service announcements. The Member entered Alternate Dispute Resolution, was accountable and cooperative. The Member will complete the Responsible Nursing self – study course at McEwan University. The Member will write a reflective practice paper on professional and responsible use of social media referencing scholarly articles.

RNANT/NU Member # 6221

On April 17, 2020 the Chairperson of the Professional Conduct Committee approved a settlement agreement between RNANT/NU and the Member. The Member failed, on more than one occasion, to perform safe, thorough and accurate assessments while caring for clients. The Member failed, on more than one occasion, to document information that was accurate, pertinent, current and comprehensive concerning the condition and care of the patient or the nursing care provided. The Member entered Alternate Dispute Resolution. The Member will complete the Documentation in Nursing self – study course and the Introduction to Health Assessment self – study course at McEwan University.

RNANT/NU Member # 6333

On June 25, 2020, the Chairperson of the Professional Conduct Committee approved a settlement agreement between RNANT/NU and the Member. The Member misled the Chief Public Health Officer by intentionally providing incorrect information on the critical care worker exemption form by not disclosing travel to the USA during the pandemic. The Member entered Alternate Dispute Resolution. The Member will complete the Responsible Nursing self – study course at McEwan University. The Member will write a reflective practice paper on the impact and potential risk these actions may have posed for the population of Nunavut in general and specifically to the community where the Member worked.

RNANT/NU Member # 6929

On May 28, 2020, the Chairperson of the Professional Conduct Committee approved a settlement agreement between RNANT/NU and the Member. The Member failed to carry out Registered Nurse entry level competencies on more than one occasion. The Member ignored senior nurse’s constructive feedback, guidance and direction lacking insight into the link between safe and best practice nursing and public safety. The Member entered Alternate Dispute Resolution. The Member will complete the MacEwan University RN Refresher Program, the Responsible Nursing self – study course at McEwan University and will have restrictions and conditions on professional practice settings and employment when the undertakings have been completed.



TELEHEALTH FAQ

RNANT/NU has seen an increase in phone calls about Telehealth services being offered to residents of the Northwest Territories (NT) and Nunavut (NU). Telehealth connects residents with health care providers over the phone, computer, or other forms of communication technologies. This service, if provided by a Registered Nurse or Nurse Practitioner, requires the individual to be registered with RNANT/NU and hold an active registration.

Do I need to be registered with RNANT/NU?

As per the Nursing Professions Act in NT and NU all individuals providing nursing services to the residents of NT/NU must hold active registration. Please refer to our website to review the legislation.

Can I just use my current registration with another Canadian jurisdiction?

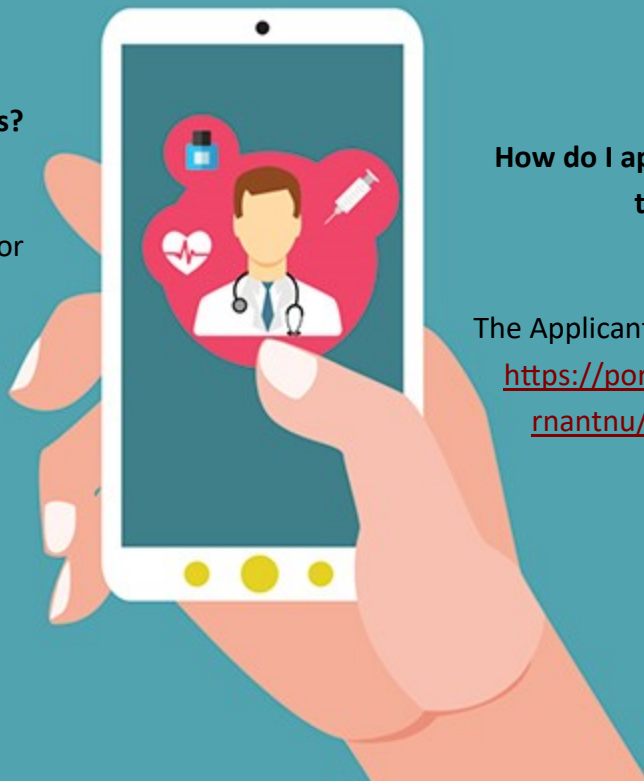
Each province/territory is governed by different legislation/bylaws/policies and regulations. You will need to contact the nursing regulator in the jurisdiction you are providing telehealth services in to see if they allow you to provide these services in their province/territory. Registration with RNANT/NU is required for telehealth services in the NT and/or NU.

Who do I contact if I have questions?

You can contact our office by email or phone:

info@rnantnu.ca

or by phone 867-873-2745.



How do I apply for registration in the NT/NU?

The Applicant portal is available here
[https://portal.rnantnu.ca/webs/
rnantnu/application/#/login](https://portal.rnantnu.ca/webs/rnantnu/application/#/login)

NAVIGATING OUR WEBSITE

Where do I find documents and information?

[Professional Practice](#)

Here you will find Position Statements, Scope of Practice, Standards of Practice, Code of Ethics, Requisite Skills and Abilities, MAID, Documentation Guidelines, Verification information and Professional Development opportunities.

[About Us](#)

This section provides information about the Association, volunteering, advocacy, Board of Directors, News, Media Releases, and documents such as Legislation, Policies, Bylaws, Annual Reports, Strategic Plan and Financial Statements.

[RN Information](#)

Information for members on registration, new graduate , verification requests, the continuing competency program, and employment opportunities in the North.

[NP Information](#)

Information for NPs on registration, practice, verifications, and the Continuing Competence Program.

[Complaints and Professional Conduct](#)

This section allows you to submit an online complaint, and provides information on who can submit a complaint, when to submit a complaint and what information we need to proceed. There is also a section on confidentiality and privacy considerations.

[Employer and Agency Information](#)

This section has up-to-date information on Telehealth, Expedited Registrations, Renewal and information on the steps when hiring a new employee.

[Find a Nurse](#)

Have you forgotten your registration number? Are you an employer trying to check the status of a new employee? This is the place where you can see their status at RNANT/NU

[Contact Us](#)

This is where you can send us an inquiry with any questions, concerns..



Home-like Models of Care: A Case Study

When people think of traditional nursing homes, they often draw up images of large, medical facilities, with rigid schedules, and little opportunity for residents to connect in meaningful ways.

But times are changing. Many long-term care (LTC) homes are being revitalized and placing a greater focus on person-centred care. Person-centred care is all about meeting the needs of the individual, while honouring their values, choices, and preferences. It's about enabling someone to live a "life worth living". And isn't that what we all want?

Homelike models of care have emerged from this desire to improve residents' quality of life. Simply put, homelike care facilities are designed to feel less like medical institutions and more like homes. Some homelike models, such as Eden Alternative, are designed for residents who need LTC for any reason. Other models, like the dementia village, are designed specifically for those with dementia.

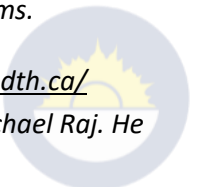
Not all homelike models are the same, but they do share some common elements, like:

- small group homes or household units within larger facilities
- access to natural elements, like plants, sunlight, and outdoor spaces
- opportunities for residents to participate in daily life activities that are meaningful to them

At this point you might be thinking that homelike models in LTC seem like an exciting alternative to more traditional models. And you're right! But we must ask ourselves – what does the evidence say? Do these homelike models improve the well-being of residents? [Take this quiz](#) to find out!

CADTH is an independent, not-for-profit organization responsible for providing Canada's health care decision-makers with objective evidence to help make informed decisions about the clinical effectiveness and cost-effectiveness of drugs; medical, dental, and surgical devices; diagnostics; clinical interventions; and health service programs.

If you'd like to learn more about CADTH, visit cadth.ca, subscribe to our territory-focused newsletter at cadth.ca/subscribe, follow us on Twitter @CADTH_ACMTS, or speak to your Liaison Officer for YT, NT and NU - Michael Raj. He can be reached by email at Michael.Raj@cadth.ca

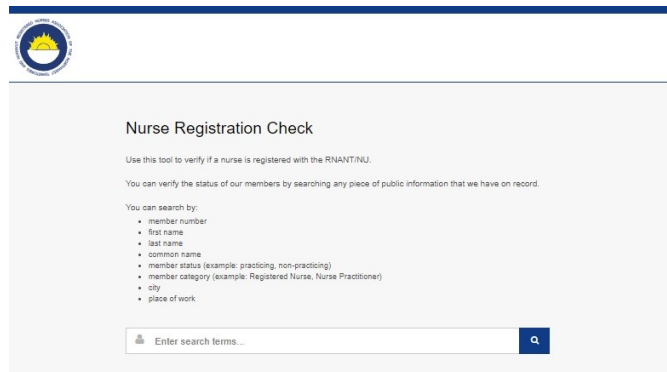


FIND A NURSE

WHAT IS FIND A NURSE?

Find a Nurse is an online register that provides information for the public, employers, and members about the registration status of nurses in the Northwest Territories and Nunavut.

When you visit our website at www.rnantnu.ca you will see a button titled *Find a Nurse* in the header. Clicking this button will take you to the registration verification page.



The screenshot shows the 'Nurse Registration Check' page. At the top left is the logo of the Registered Nurses Association of the Northwest Territories and Nunavut (RNANTNU). The main heading is 'Nurse Registration Check'. Below the heading, there is a brief instruction: 'Use this tool to verify if a nurse is registered with the RNANTNU.' and a note: 'You can verify the status of our members by searching any piece of public information that we have on record.' A list of search criteria is provided: 'You can search by' followed by a bulleted list: member number, first name, last name, common name, member status (example: practicing, non-practicing), member category (example: Registered Nurse, Nurse Practitioner), city, and place of work. At the bottom, there is a search input field with the placeholder text 'Enter search terms...' and a blue search button with a magnifying glass icon.

What kind of information is displayed about the member?

The registration verification tool provides the name and registration number of members who currently hold active-practicing memberships and are entitled to practice (RNs, NPs and temporary certificate holders). It also will tell you if the membership has expired. If you click the blue view button all information, notices, restrictions, etc. are displayed and you can print or save this page for your records.

As an employer can I verify if nurse is registered?

Yes, any employer or member of the public can check on the registration status of our members. Enter the employees name in *Find a Nurse* and click on the blue search button. The next screen will provide the employee's information. If they are not listed, they are not registered. If it says contact office under status, please call our office at 867-873-2745.

As a member, can I find my registration number and status?

Yes, just type in your name and you will see your registration number.



FAQ: MEMBERS PORTAL

I haven't been to the members portal since renewal. Are there reasons to go to the portal regularly?

YES! The members portal allows you to access the dashboard where your membership card and receipts/invoices are located. This allows you to print and/or download copies to save for your files in an electronic format.

I have moved and changed my email and phone number. How can I update this information with RNANT/NU?

The home address section in your portal is where you can change your address, email and contact information.

I just accepted a new position, where can I keep track of my employers?

The Places of Work section is where you update your employer information if you have changed positions or want to keep a list of your employers. It is recommended to have the last 5 years of employers listed in this section.

Is there a way to keep track of all my educational opportunities that I participate in throughout the year?

In the education history section, you can keep track of your courses, webinars, inservice opportunities and conferences.

I need my invoice to submit for reimbursement, where do I go?

Click on the invoices and receipts. Here you can download and/or print invoices. It is recommended to download a copy and save to your files should you need this information in the future.

I have decided to get a registration/license in another jurisdiction. How can I keep track of them all?

Click on Other Registrations. If you apply to another jurisdiction you can keep track of your registrations/license information in this section. It is required that you notify RNANT/NU when you have a registration in another jurisdiction. This section allows you to have all the information needed for all jurisdictions you have ever been registered.

I want to change my password. Where do I do that?

You can reset online portal password in the security settings section.



2020 RNANT/NU AGM NOTICE

After careful consideration the 2020 RNANT/NU AGM, which was scheduled for April 2020, has been postponed. The cancellation includes education sessions. The Board of Directors is carefully considering its options and will continue to update members. It is our sincere hope we will be able to reschedule the AGM for 2020. Please direct any concerns to Denise at ed@rnantnu.ca

Renal Update Series Bundle (Webinar) with Barb Bancroft, RN, MSN, PNP

Dates:

A: A Brief History of Urine: Monday, July 27, 2020

B: Major Kidney Functions & Clinical Correlations: Wednesday, July 29, 2020

C: Chronic Kidney Disease by Diagnosis: Tuesday, August 11, 2020

D: The Kidney as Innocent Bystander: Thursday, August 13, 2020

This webinar series is a reconfigured version of our in-person workshop *Renal Update!*, and the content is similar. You are still welcome to register for the webinars if you wish, particularly if you would like a refresher.

Who Should Attend?:

- Renal Nurses, Dialysis Nurses, Cardiac Nurses
- Med Surg Nurses; Critical Care Nurses
- Diabetes Nurses, Nurse Practitioners and Educators
- Acute, Long Term and Home Care Nurses
- Tele-Health and Occupational Health Nurses

For more information or to register click [here](#)

(<https://execulinks.net/wp/?product=renal-1-bundle>)



Photo Credit: Shawna Tohm, Prosperous Lake, Ottawa, Hay River

WE WANT TO HEAR FROM YOU!

SNAP A PICTURE

We are looking at updating our pictures on the RNANT/NU website and in our Newsletter to more clearly reflect where our Registered Nurses work and live. Our goal is to have one photo from each community!

SHARE YOUR STORY

We are also collecting stories and comments from all over the Northwest Territories and Nunavut to feature in upcoming newsletters. Tell us about your new work initiatives, nursing travel, student news, upcoming events, or nominate a fellow nurse for our *Nurse to Know* feature!



When you email your pictures please include where and what time of year the picture is taken and that we have permission to use the photo. You will be given credit for the photo when used. If you include people in the photos we must have the Photo Release form completed, by each person in the photo, which can be found on our website [here](#)



VOLUNTEERS NEEDED

RNANT/NU is recruiting members for all committees:

Board of Directors

Education Advisory

Professional Conduct

RN Practice

NP Practice

Registration

Nursing holds the privilege of being a self-regulating profession under the guidelines of the NT Nursing Profession Act (2003) and the NU Nursing Act (1998). RNANT/NU is the professional association of registered nurses and nurse practitioners within the Northwest Territories and Nunavut that upholds these guidelines for the protection of the public. Mandated by the Acts, the RNANT/NU is required to establish committees supported by volunteer members to guide the profession of nursing in our jurisdictions.

Committee work may involve providing feedback on documents, assisting with registration or professional conduct decisions, or reviewing policy updates. Meetings are held monthly or bi-monthly depending on the committee. All members can participate as you can call in.

Interested? Complete the VOICE form [here](#).