



NEWS FROM THE NORTH

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Winter 2024



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A message from CANN and YRNA

Hello and welcome to our Winter 2024 Edition of "News from the North". Last fall nurses in the north saw historic changes to regulation. In the Yukon, YRNA collaborated on changes to the [Registered Nurses Profession Act](#) which will streamline regulation, provide more flexible pathways to registration and licensing, allow for multi-jurisdictional licensing, and increase the ability of nurses and nurse practitioners to practice in the Yukon. In the Northwest Territories the [Nursing Profession Act 2023](#) (Bill 77) came into force on November 1, 2023 and in Nunavut the [Nursing Professions Act](#) (Bill 23), which also includes cross-jurisdictional regulation, came into force on December 6th, 2023. What had been known as the Registered Nurses Association for the Northwest Territories and Nunavut is now the College and Association of Nurses of the Northwest Territories and Nunavut (CANN). CANN has also expanded to welcome Licensed Practical Nurses and Registered Psychiatric Nurses of Nunavut and the Northwest Territories.

These important changes will have an impact on Canada's health and human resource (HHR) crisis. Health Canada has identified a pan-Canadian HHR crisis that, as we all know, has been exacerbated by the COVID-19 pandemic. Understanding the impact that pan-Canadian HHR planning can have on recruitment and retention is a significant driver of legislative changes that make it easier for nursing professionals to move across the country and practice in a more unfettered way in a variety of settings. HHR planning succeeds when it is built on a foundation of access to a skilled workforce that relies on the expertise of professionals, such as nurses to deliver high quality care where they are needed the most.

Both YRNA and CANN are proud to be on the leading edge of these changes in recognition of the needs of a diverse and ever-complex population, while at the same time understanding the necessity of ensuring that a supply of competent, safe, and accountable nursing professionals, all of whom are an integral part of any solution to our complex health system issues.

Denise Bowen, MN, RN, Interim Executive Director/Registrar, CANN

Jerome Marburg, LL.B. MBA, CEO, YRNA



Denise Bowen

Interim Executive Director, CANN

[Email Denise](#)



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CNA Certification

Did you know that CNA Certification offers 22 recognized speciality credentials for nurses? Between January 15 and March 31, 2024, you can apply for initial certification or your renewal exam. CNA offers 22 nationally recognized speciality credentials for nurses.

Join the 12,500 nursing professionals from coast to coast to coast and demonstrate your commitment to life-long learning an excellence in patient care. [Learn more.](#)



Climate Emergencies

Last summer, the world watched the tragedies of the fires that occurred in the Northwest Territories. The capital city, Yellowknife, was evacuated, thousands of hectares were destroyed, people lost their homes and/or were displaced. Patients and clients had to be evacuated from healthcare facilities and their homes, some having to travel to Alberta, British Columbia, and elsewhere, to receive much needed care. The scale of the disaster and the depth to which the trauma of this event has left a mark on those impacted can not be easily measured. We continue to send our best wishes and support to all those affected.

Climate change has unequivocally led to an increase in average temperatures, atmospheric water vapour, ocean temperatures, the melting of land ice including permafrost land mass, and rising ocean levels – all of which is driving increasingly more catastrophic climate events globally.

Because nursing promotes health and wellness, nursing as a profession has a significant role in educating the public about climate related risks to health and wellness. The nursing profession can play a significant role in educating themselves and others of the potential harms of climate change as well as in helping communities and individuals adapt to climate change effects. We play a significant leading role in continuous assessment of the health care system to respond to these risks (among others) and to implement change to address changing risks and system demands.

Nurses play a fundamental role in educating communities about climate-induced adverse health outcomes, how individuals could be susceptible to them, as well as how to better prepare for future extreme weather and climate events. As well, during times of extreme weather events, nurses are among those first deployed to provide aid directly to affected communities. In these cases, nurses may be responsible for assessing many individuals in an emergency disaster situation, triaging those who require care most urgently, and leading a team of other frontline workers from a variety of different backgrounds and professions. Nurses make complex decisions about who requires care most urgently, when, who might be able to wait and who requires emergency care immediately. When decisions are made about patient transport, it is nurses who lead the collaboration with colleagues to evacuate our most vulnerable. Nurses make these complex decisions for patients and clients all the time - using critical thinking skills to make judgement calls about who among the already compromised is the most vulnerable. Furthermore, nurses are essential members of emergency operations centres, in many cases at the forefront of operations within these aid units.

As nurses, we watch these events not only as individuals with families, friends and colleagues who live in the area, but as professionals who wonder about patients and clients and how people who may need life-saving care will be able to access services during devastating scenarios. As we witness more frequent and more intense climate induced events, it is evident that nurses must be prepared to provide nursing care in scenarios that we have yet to see or experience.

Additional Resources

- [The Lancet Countdown on Health and Climate Change: A Policy Brief for Canada](#)
- [Nurses and Nurse Practitioners of BC Position Statement](#)
- [NNPBC: Nurses and Climate Change: Actions in a Changing World](#)
- [NNPBC: The Role of Nursing in Climate Change](#)

HIGHLIGHTS FROM THE YUKON

Highlights from the Yukon

Continuing Competency Program

Continuing Nurse Education Fund

Welcoming students to the Yukon!

The Camosun College/University of Victoria BSN Program is once again excited to bring students to Whitehorse for a Yukon welcome! Fourteen BSN students will complete a clinical placement at Copper Ridge or Whitehorse General between April 29 and June 3/4. Camosun welcomes offers of hosting students (or instructors) during that time. Please contact Cheryl Marr at marrc@camosun.ca if you are willing to have your contact information forwarded to students. It would be helpful to include proximity to the placement sites. Thank to all for considering.

Regulation and Legislation Changes

In the fall of 2023, the [Yukon Legislature enacted a set of changes](#) to the [Registered Nurses Profession Act](#). The YRNA is currently working with government which is drafting amendments to the Regulations under the *Registered Nurses Profession Act*. We are hopeful that the drafting process will be completed by late spring/early summer and that Cabinet will sign off as soon thereafter as possible.

Changes to the Act will allow for regulations that allow for more flexibility in registration and licensing as well as that will increase the ability for nurses and nurse practitioners to practice in the Yukon. These changes include ones which enable the YRNA to:

- Register/license applicants directly, without having to rely on registration by endorsement from another Canadian nursing jurisdiction;
- Register graduate nurses directly. YRNA has secured agreement through the National Council of State Boards of Nursing to be an NCLEX exam user allowing nurses to register in the Yukon and then take the NCLEX under YRNA authorization;
- Issue courtesy licenses for practitioners coming to the Yukon for special projects (replacing the "special" or "temporary" permit);
- Create an "interim" licence class through which graduate nurses will be able to register (as noted above), AND which will also allow for possible registration of Internationally Educated Nurses who have undertaken a combination of competency assessment and national licensing examinations;
- Enter into multi-jurisdictional licensing agreements with one or more Canadian jurisdictions;
- Enter into agreements with health care authorities in other jurisdictions to register nurses providing virtual pre/post procedure care for Yukon residents who need to travel outside of the Yukon for treatments/procedures not available in the Yukon.



YRNA anticipates that the changes to the Regulations will also include updates to the prescribing schedule for NPs. We anticipate these changes will modernize the schedule both by recognizing the important role NPs play and by removing some of the restrictions currently in place that hinder the ability of NPs to provide the care for which they are educated, competent and accountable.

Please stay tuned for more information on the anticipated regulations changes as we receive updates. [Read the government press release.](#)

HIGHLIGHTS FROM THE YUKON



Canadian Nurse Educator Institute Residency Program

As a solution to Canada's worsening health and human resource crisis, and to help retain nurses in the health system, the Canadian Nurse Educator Institute (CNEI) has developed a residency program for RNs. [Learn more.](#)

About the Continuing Nurse Education Fund

Registrants can apply through YRNA for funding for continuing education through the Quality Assurance Education Fund provided by Yukon Health & Social services. These funds support eligible Yukon RNs/NPs who wish to pursue continuing education. [Learn more and apply today.](#)



HIGHLIGHTS FROM THE NWT/NUNAVUT

Highlights from the NWT/Nunavut

Legislative Highlights

Professional Practice

As a reminder, the NT [Nursing Profession Act 2023 \(Bill 77\)](#) came into force on November 1, 2023.

As a result, we have a new name! We are now the **College and Association of Nurses of the Northwest Territories and Nunavut (CANNN)**.

CANN welcomes Licensed Practical Nurses and Registered Psychiatric Nurses of Nunavut and the Northwest Territories. Your participation will make our organization stronger and better. Your membership and participation enables you to determine Scopes of Practice for your respective designations.



COLLEGE AND ASSOCIATION OF NURSES
of the Northwest Territories and Nunavut

Yes we CANNN!

Other highlights include:

- Provisions for RN and RPN Authorized Prescribers. RN and RPN Authorized Prescribers will be restricted to specific conditions within a specific clinical area of expertise. We will share more on RN and RPN Authorized Prescribers as this area develops.
- Bylaw-making authority for virtual care nurses.
- Updated complaints and discipline process for legal clarity.
- New mandatory requirement for employers to report to CANNN if a nurse is terminated, or if the nurse chooses to resign instead of being terminated, due to unprofessional conduct.
- Updated gender-neutral language.
- And more!

Please note, Nunavut recently passed the [Nursing Professions Act \(Bill 23\)](#) which includes cross-jurisdictional regulation and came into force on December 6th, 2023.

CANNN Regulation Update

As of January 1st, 2024, CANNN has assumed the role of the regulatory authority for Licensed Practical Nurses (LPNs) and Registered Psychiatric Nurses (RPNs). On behalf of all of us at CANNN, welcome to the new professionals under our regulatory purview.



HIGHLIGHTS FROM THE NWT/NUNAVUT



Welcome Back to a Familiar Face

On behalf of all of us at CANN, we are delighted to welcome back Denise Bowen as Interim Executive Director. Prior to her return in November 2023, Denise previously served the College (then RNANT/NU) starting in February 2017 until her retirement in the spring of 2023. In her time with us, Denise worked closely with the Government of the Northwest Territories' Department of Health and Social Services in the development of the recently passed Nursing Profession Act. As we move forward, CANN will continue the work of integrating the changes stemming from the passing of Bill 77 (NWT) and Bill 23 (NU). We look forward to working with Denise on these projects.

Welcome back, Denise!



Seeking a new Executive Director

While we are delighted to have Denise back for the short term, CANN is seeking a full-time Executive Director.

The Board of Directors of CANN has commenced a nationwide search for an Executive Director to lead the organization on a new strategic path to regulate the nursing profession with excellence, integrity, passion, and determination. Located in Yellowknife, NWT, and reporting to the Board of Directors, the Executive Director will lead a small staff that oversees approximately 2,100 locally based and travel nurses through registration, professional conduct reviews, education, advocacy, and communications. [Read the full job description](#) and view the [complete details](#).

To further explore this exciting opportunity, please contact Daniel Roukema, CEO, MDR Strategy Group Ltd., at info@mdrstrategy.ca or apply via the [online portal](#).



Employment Opportunity

Executive Director

College and Association of Nurses
of the Northwest Territories and Nunavut



REGULATORY JOBS
EXECUTIVE RECRUITMENT

www.regulatoryjobs.org

HIGHLIGHTS FROM THE NWT/NUNAVUT

Tips from our Registration Office

CANNN's registration office is happy to provide you with some helpful tips in navigating [our website](#). Our site has both an [applicant portal](#) and a [member login](#) area. Click on the 'Registration Pearls' graphic to see more.

Click image to enlarge



CANNN's Continuing Competency Program

It is that time of year again when members are completing the final touches to 2023 Continuing Competency Plans and starting to plan their 2024 learning goals and planning activities for the year. CANNN's Continuing Competency Program provides nurses in the Northwest Territories and Nunavut the ability to evaluate how their yearly goals and learning activities contributes to quality nursing care and lifelong learning.

The 2023 Audit process has commenced and where 10 percent of RNs and NPs will be required to submit their CCP to the registrar for review. If nurses are unsure of what activities are approved, we encourage you to review the learning activities template [found here](#).

We encourage members when setting their two learning goals for the 2024 Continuing Competency Plan year to consider how these goals will demonstrate to the public that they are committed to maintaining their competence to practice and acknowledge their professional development obligations.

This year, LPNs and RPNs will be participating in the Continuing Competency Program and complete a CCP for the 2023 year. CANNN is thrilled to have the ability to support both LPNs and RPNs in completing their CCPs. We understand this requirement may be new for some members and will be offering a CCP training and Q/A session on April 9th and 10th from 1800-2000.

Please watch [our website](#) for more information to come.

A Message from the Canadian Association of Nurses for the Environment (CANE)

Hello fellow Northern Nurses! We're happy to introduce ourselves: Andreeanne Robitaille located out of Yellowknife, NWT and Sierra Betournay located out of Pangnirtung, NU as your Northern Co-Representatives for Canadian Association of Nurses for the Environment (CANE) as of October 2023. Our mission is to promote planetary health among nurses and people of Canada and globally, with a focus on the arctic. If you're interested in supporting planetary health, curious about what we've been up to or interested in getting involved with CANE, please reach out or check out our website! If you're already a member, we look forward to connecting soon!"



HIGHLIGHTS FROM THE NWT/NUNAVUT



Smoking Cessation and Prevention Courses for Nurses

McGill University's Division of Cancer Prevention has introduced a new online course focused on smoking prevention and cessation for nurses. This course has been approved by the Continuing Nursing Education (CNE) Office of the Ingram School of Nursing at McGill University and is recognized by l'Ordre des infirmières et infirmiers du Québec (OIIQ). This online course is designed to support nurses in the Northwest Territories and Nunavut to meet their learning goals as part of the Continuing Competence Program. [Visit their website to register and learn more.](#)

PEER North 2024 - Evidence-Based Navigation of Northern Medicine

Save the date! The 2024 PEER North conference will be held September 19-21, 2024 in Yellowknife. Learn more, check out pre-conference workshops and register by [going here](#).



Click image to enlarge

Nurse Regulators - Collaborating to Improve Regulation

There are several ways in which nursing regulators can meet on a regular basis to discuss and/or collaborate with respect to regulatory practices. There are several resources to explore to learn more about this critical work:

- [The Canadian Council for Practical Nurse Regulators \(CCPNR\)](#)
 - [Find resources](#), entry level competencies and the [Code of Ethics](#). You can even download a wallet-size *Code of Ethics* for your personal use.
- [The Registered Psychiatric Nurse Regulators of Canada \(RPNRC\)](#)
 - On this website you can read the just released [RPN Maritimes Feasibility Study Report](#) which indicates that adding Registered Psychiatric Nurses (RPNs) to Maritime health teams is feasible and can provide significant benefit in addressing current psychiatric and mental health and addictions (P-MH&A) patient and system needs.
- [The Canadian Council of Registered Nurse Regulators \(CCRNR\)](#)
 - On this website you will find resources and links to the [Nurse Practitioner Regulation Framework Implementation Project](#). As background on this work, in January 2018, the CCRNR agreed to explore a new model for Nurse Practitioner (NP) regulation. Following work that articulated a vision and recommendations for NP regulation in Canada, the CCRNR Board commissioned the Nurse Practitioner Regulation Framework Implementation Plan Project (NPR-FIPP) in 2020 with a priority that NP entry-level education programs in Canada will prepare NPs for practice across the life span in all practice settings.

HIGHLIGHTS FROM THE NWT/NUNAVUT



Nurse to Know

CANNN knows that our members have made and continue to make significant contributions not only to nursing but the health and wellbeing of the people we get to care for in the North. We encourage you to nominate a nursing colleague for our Nurse to Know feature to be profiled in upcoming newsletters.

- [Learn about nominee requirements.](#)
- [Nomination Form.](#)

NCLEX Writing Dates

Northwest Territories, Yellowknife

- June 26-29, 2024
- September 25, 2024

Iqaluit, Nunavut

- July 10, 2024
- September 11, 2024



Upcoming Conferences & Learning Opportunities

- The Nurse Practitioner Association of Canada (NPAC) is hosting their annual conference in Calgary April 12-14th. [Learn more](#).
- The 2024 BC NP Leaders Conference will take place March 4, 2024 from 8:30-5:00pm with online options for those who can't attend in person. [Don't miss out, register today!](#)
- The NNPBC NP Conference will be held from June 3-5 in Nanaimo, BC. [Learn more](#).
- The Division of Palliative Care at McMaster University presents "3 Days in Palliative Care" coming up June 17-19, 2024. Learn more about the learning objectives and how to register by [going here](#).
- The Centre for Professional Development, Faculty of Nursing, University of Toronto, provides a variety of innovative programs, courses, and institutes to advance your skills and enhance your knowledge. Course information can be [found here](#).
- Online Learning Opportunities: [Queens University Infection Prevention and Control](#) and [Strategies for Supporting Nursing Students](#)
- The Canadian Association for Mental Health (CAMH) is currently offering the Immigrant and Refugee Mental Health Course. This free, self-directed course provides evidence-based information to support immigrants and refugees arriving to Canada. The course occurs over six weeks and will take approximately 20-25 hours to complete. Space is limited so please learn more about when and how to register by visiting [their website](#).



Other News & Info

- The 2024 Canadian Nurses Foundation (CNF) [scholarship application process](#) is now open. The application deadline is March 15, 2024.
- Save the date! National Nursing Week will take place from May 6-12, 2024. Keep watch on this newsletter as we help celebrate.
- The Canadian Nurses Association (CNA) is conducting a survey to understand conditions of the regulated nurse workforce during and before COVID-19 with a particular focus on racial discrimination. [Complete the survey](#).
- The Nursing Retention Toolkit, developed by Canada's Chief Nurse, Dr. Leigh Chapman in her cross-country consultations developed this for nurses-by-nurses resource. [Review it here](#).
- The Canadian Nurses Association (CNA) has a wealth of resources on their website including:
 - [Renew your membership or join today!](#)
 - [CNA Certification](#)
 - [Upcoming events](#)
 - [Policy and Advocacy Work](#)
 - [General news and information](#)
 - [And more!](#)
- The Canadian Nurses Protective Society (CNPS) not only provides comprehensive liability protection for nurses, but also offers a wealth of resources, educational opportunities and materials that benefit nurses. Their website provides numerous [educational opportunities](#) on a variety of topics. Check out [their website](#) for more information.

Connecting with us

We want to hear from you! Please reach out at any time if you have questions, concerns or if you'd like to see us feature a specific story in our next newsletter.



Email us: execast@nntnu.ca

Visit the website

[The College and Association of Nurses of the Northwest Territories and Nunavut](#)



Email us: admin@yrna.ca

Visit the website

[Yukon Registered Nurses Association](#)

