

Everything
You Wanted
to Know
About
Regulation
But Were
Afraid to
Ask

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Established through *The Registered Nurses Act, 1988*, and driven by values that focus on the protection of the people of Saskatchewan, the Saskatchewan Registered Nurses Association (SRNA) is the profession-led regulatory body for the province's more than 12,500 registered nurses (RN)s, registered nurse practitioners (NP)s and registered nurses with additional authorized practice RN(AAP)s. For more than 100 years, the SRNA has set high standards for nursing education, practice and registration including initial and ongoing licensure requirements, practice standards, approval of nursing programs, continuing competence requirements and competence assurance mechanisms such as complaints investigation and the discipline process.

The SRNA News Bulletin is distributed three times per year by the SRNA. Its purpose is to inform members, health system partners and the public about the Association's activities and provide a forum for sharing information on nursing topics of interest. Inclusion of items in the SRNA News Bulletin does not imply endorsement or approval by the SRNA. ISSN 1494-76668

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President's Message



SRNA President: Warren Koch, RN

Welcome to the relational and right-touch regulation edition of the News Bulletin.

As I pass the halfway mark of my first year as your SRNA President, I'm proud to celebrate the introduction of many new aspects of our regulatory services work. We've made significant strides to advance nursing practice and our roles as health care leaders in our communities and the province.

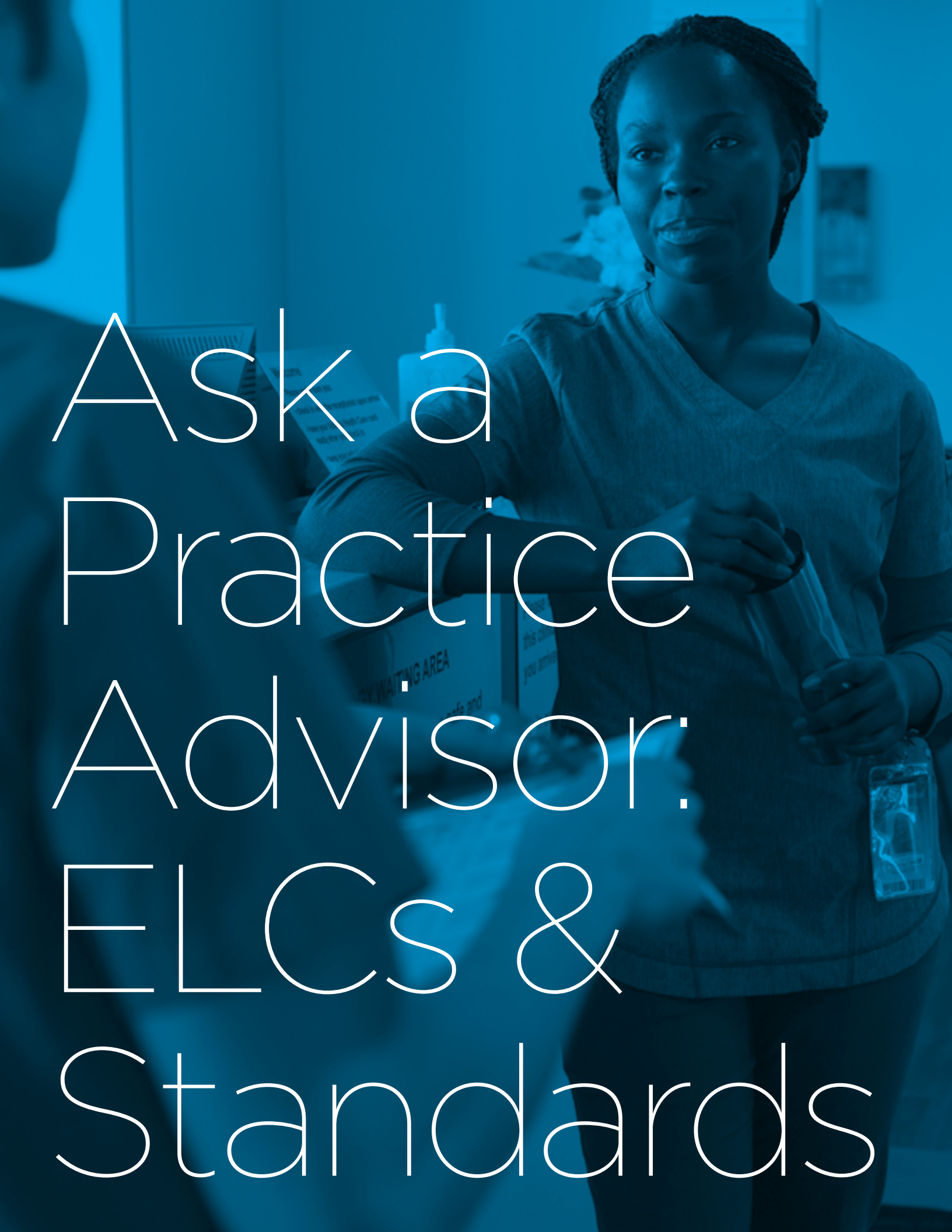
Since the Professional Standards Authority (PSA) review and report, the SRNA Council has held the organization to account to ensure the level of regulation is proportionate to the level of risk to the public. We continue our collaborative partnerships at local, provincial and national levels for safe and reliable health care experiences through the PSA review, the further development of Registered Nurse (RN) Specialty Practices (RNSP), ongoing support for RNs with Additional Authorized Practice [RN(AAP)], increased scope of practice for Nurse Practitioners (NP)s particularly pertaining to the opioid crisis, newly-adopted *Registered Nurse Entry-Level Competencies* and *Registered Nurse Practice Standards*, and ongoing feedback with the biennial member survey. Collaborations are an integral part of professional regulation and serve to ensure that registered nursing evolves to meet the realities of contemporary practice.

As you've now experienced with your licence renewal, the SRNA's new member portal, Open Regulate, is live. As outlined in the PSA report, the SRNA required a renewed focus on transparency. This portal will ensure our register is transparent to our members, our partners and the public, allowing access to up-to-date findings. We appreciate all of those members who have reached out to the SRNA with questions, suggestions and feedback. We will continue to work with our teams to fine-tune and improve processes and increase understanding across the organization. There will be additional phases of work and system capabilities released over the next year, so stay tuned for more information.

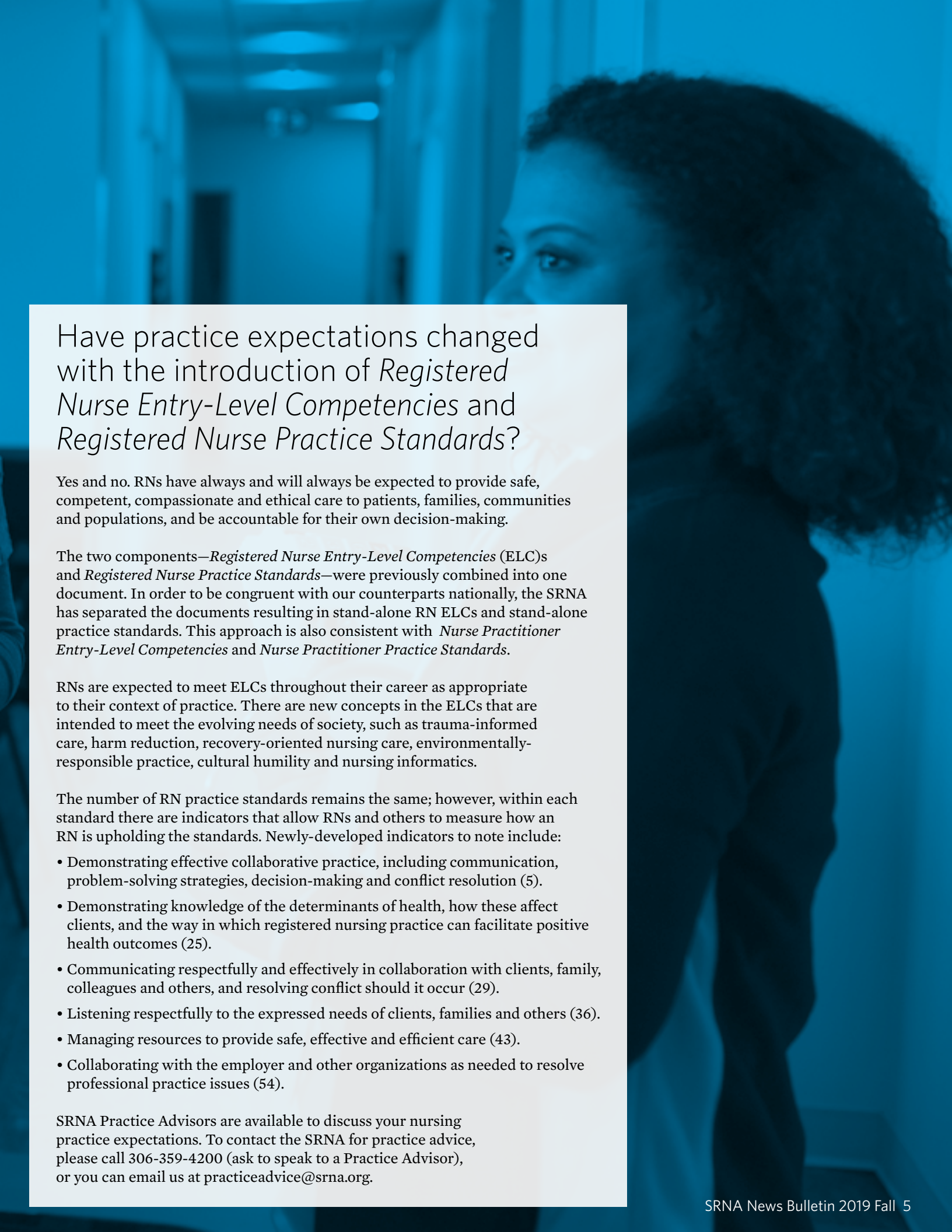
I commit that your SRNA Council will continue to review the mandate of the organization to ensure we are appropriately assessing the level of risk in relation to the level of regulation.

I hope you enjoy this issue as you learn more about the SRNA's regulatory processes and learn how you can apply those processes to improve your practice and ultimately the delivery of health care in Saskatchewan.

I wish you happiness and healthiness.



Ask a Practice Advisor: ELCs & Standards



Have practice expectations changed with the introduction of *Registered Nurse Entry-Level Competencies* and *Registered Nurse Practice Standards*?

Yes and no. RNs have always and will always be expected to provide safe, competent, compassionate and ethical care to patients, families, communities and populations, and be accountable for their own decision-making.

The two components—*Registered Nurse Entry-Level Competencies* (ELC)s and *Registered Nurse Practice Standards*—were previously combined into one document. In order to be congruent with our counterparts nationally, the SRNA has separated the documents resulting in stand-alone RN ELCs and stand-alone practice standards. This approach is also consistent with *Nurse Practitioner Entry-Level Competencies* and *Nurse Practitioner Practice Standards*.

RNs are expected to meet ELCs throughout their career as appropriate to their context of practice. There are new concepts in the ELCs that are intended to meet the evolving needs of society, such as trauma-informed care, harm reduction, recovery-oriented nursing care, environmentally-responsible practice, cultural humility and nursing informatics.

The number of RN practice standards remains the same; however, within each standard there are indicators that allow RNs and others to measure how an RN is upholding the standards. Newly-developed indicators to note include:

- Demonstrating effective collaborative practice, including communication, problem-solving strategies, decision-making and conflict resolution (5).
- Demonstrating knowledge of the determinants of health, how these affect clients, and the way in which registered nursing practice can facilitate positive health outcomes (25).
- Communicating respectfully and effectively in collaboration with clients, family, colleagues and others, and resolving conflict should it occur (29).
- Listening respectfully to the expressed needs of clients, families and others (36).
- Managing resources to provide safe, effective and efficient care (43).
- Collaborating with the employer and other organizations as needed to resolve professional practice issues (54).

SRNA Practice Advisors are available to discuss your nursing practice expectations. To contact the SRNA for practice advice, please call 306-359-4200 (ask to speak to a Practice Advisor), or you can email us at practiceadvice@srna.org.

Frequently Asked Questions regarding the Continuing Competence Program and use of the new *Registered Nurse Entry-Level Competencies* and *Registered Nurse Practice Standards*

How do I complete the personal assessment component of the Continuing Competence Program (CCP) now that we have new *RN Practice Standards* and *RN Entry-Level Competencies*?

The *Registered Nurse Practice Standards* form the basis of the personal assessment. Completing the personal assessment form is a requirement of the CCP. Within the standards, RNs are expected to practice in accordance with *Registered Nurse Entry-Level Competencies* and the *Code of Ethics*. RNs should be examining these documents, alongside the *RN Practice Standards*, for a thorough personal assessment and to determine learning needs for the upcoming year.

If I completed my CCP learning plan before the new *Registered Nurse Entry-Level Competencies* and *Registered Nurse Practice Standards* were introduced on October 30, 2019, do I have to redo my learning plan?

No, you are not required to redo your learning plan. For audit purposes, a learning plan, identifying competencies from the 2013 standards and foundation competencies document or indicators from the 2019 practice standards, will be accepted. The new documents take into account evolutions and transformations in practice, and have been enhanced to represent a current picture of practice settings. We recommend members review the new *RN Entry-Level Competencies* and *RN Practice Standards*, apply them to their current practice and revise learning plans if needed. Learning plans are adaptable and can be changed throughout the year.

Do the principles of CCP change with the introduction of the new documents?

The principles of the SRNA's CCP have not changed with the introduction of the new *RN Entry-Level Competencies* and *RN Practice Standards*. Members are required to complete all components of the CCP each year, including the personal assessment and learning plan.

SRNA Student Perspective

Matthew Bellisle, a fourth year SCBScN student in the joint program between the University of Regina and Saskatchewan Polytechnic, joined the SRNA on September 4, 2019, as part of his preceptorship. We asked Matthew to share his thoughts of the SRNA from a student's perspective and what he has learned since being here.

What if I told you that the SRNA is not the 'Big Bad Wolf' that it is made out to be? Before my clinical started, I would have not believed that either. I remember asking myself, "What did I do wrong to end up here?" The answer was simply that I lucked out.

Being a student at the SRNA has been one of the most rewarding experiences I have had so far in my nursing career. My preceptorship has been nothing short of amazing. I was placed within the Nursing Practice team, and I am amazed by the wonderful things this team does! From creating resources for RNs, NPs and RN(AAP)s, reviewing bylaws, going into the community and doing presentations, and answering practice-related calls, this team provides support and resources to help guide nursing practice in Saskatchewan. This amazing team truly wants to support RNs in their practice, which ultimately fulfills the SRNA's mandate of protection of the public.

To the students who believe that if you make a mistake, the SRNA will take your licence away—that is not the goal. The SRNA's goal is to help guide you to becoming the best RNs you can possibly become!

The SRNA reminded me that I am not just a student, but I am a student that was a part of their team.



What is the RN Act?

The Registered Nurses Act, 1988. The RN Act. The Act. It has a variety of names in the SRNA's work but has one very clear purpose—*The Registered Nurses Act, 1988* stipulates the SRNA's regulatory mandate including specifics on regulatory requirements for nursing program approval, investigations and discipline, licensure requirements and more.

This legally-binding, government-approved, 28-page document outlines what RNs can do and how the SRNA Council translates the authority of *The Act* into bylaws. While all parts of *The Registered Nurses Act, 1988* is extremely important, we wanted to highlight a few key areas:

- Section 2 defines and interprets the terms commonly used in the SRNA's regulatory language, including “bylaws,” “member” and the “practice of registered nursing”;
- Section 7 reviews the role of Council;
- Sections 24.1 to 38 review the discipline process, and what constitutes professional incompetence and professional misconduct. These sections outline the responsibilities of the Investigation and Discipline committees, the steps necessary for a discipline hearing and the disciplinary powers;
- Section 38.1 defines the Continuing Competence Program (CCP); and,
- Section 43 reviews the employer responsibility for employing RNs.

The Registered Nurses Act, 1988 can be accessed for free online on the SRNA website in the “About Us” section or by searching “Registered Nurses Act” in the search bar. SRNA Nursing Advisors are available to discuss the role of *The Registered Nurses Act, 1988* and answer any questions you may have. To contact the SRNA for nursing advice, please call 306-359-4200 (ask to speak to a Nursing Advisor), or you can email us at regulation@srna.org.

Once on the Register

The SRNA's register is a historical record of all past and present RNs registered with the Association to practice registered nursing. If at any point an individual was registered with the SRNA, that individual will have a unique number associated with their registration. This number is never reused or changed, and once a member is on the register, they are not removed. This means that if a member changes their status to non-practicing, inactive or retired, they still remain on the register.

New Bylaws

The bylaws voted on and carried by SRNA members in May were approved by the Minister of Health as of August 30, 2019. These bylaws include the updated *RN Entry-Level Competencies* and *RN Practice Standards* that will guide nursing practice in the province, along with an updated title for Nurse Practitioners.

The *Registered Nurse Entry-Level Competencies* are revised every five years to ensure national inter-jurisdictional consistency and practice relevance. Revisions are based on the results of an environmental scan, literature reviews and partner consultation. Each ELC in this context is considered to be an observable ability of an RN at entry-level that integrates the knowledge, skills, abilities and judgment required to practice nursing safely and ethically. These competencies are expected not only for entry-level RNs; all RNs are ultimately accountable to meet these competencies throughout their careers relative to their specific context and/or patient population.

The *Registered Nurse Practice Standards* reflect the philosophical values of the profession, clarify what the registered nursing profession expects of its members and informs the public of acceptable practice of RNs. These standards apply to every setting and provide a benchmark for the basic level of safe registered nursing practice across Saskatchewan. The five standards outlined in the document are paired with a list of indicators that describe how RNs demonstrate they are upholding the standard. The indicators are interrelated and provide specific criteria against which actual performance is measured.

Finally, the SRNA is proud to announce the Nurse Practitioner category has been updated and will move forward with identifying Nurse Practitioners as NPs. This amended bylaw gives title protection to the words 'Nurse Practitioner' and 'NP'. Also, it is important to note that the title 'nurse' is already protected in the *Registered Nurses Act, 1988* and this revision of title does not change the requirements of NPs in the bylaws. The process of changing RN(NP) to NP in all SRNA references and supporting documents will be updated over the next year to achieve consistency and we thank you for your patience while we work through these changes.

The new 2019 Bylaws are now available online at srna.org.

Saskatchewan Registered
Nurses Association
**Bylaws
2019**



Interview with CCP Audited RN

Each year, the SRNA completes a Continuing Competence Program (CCP) audit to determine compliance with the program. This year, the audit focused solely on the learning plan component. For three days in June, a panel of SRNA members reviewed the learning plans of 300 RNs, 19 NPs and nine RN(AAP)s to assess compliance. Lindsay Penner, an RN from Saskatoon, was one of our randomly-selected members who participated in the audit and shares her experience with the SRNA.

Would you like an education session on CCP?

The SRNA is committed to providing its members with continuing education opportunities and educational resources they can add into their annual learning plans and access when they need them. Workplace Representative (WPR) Educators are SRNA members who have been educated to provide presentations developed by SRNA Nursing Advisors. If you would like to book a presentation with a WPR Educator for your workplace on CCP or another topic, please contact links@srna.org or visit srna.org/nursing-practice to review the other free learning opportunities available.

Moving to Saskatchewan from Manitoba four years ago, Lindsay was not certain of the SRNA's audit process. "All I really knew was that you could be randomly selected. I didn't know that we would be contacted by email," said Lindsay. "Initially when I think of the audit process, like anybody, I was worried about the unknown. Am I doing it correctly? I had no issue with being audited, as I know it is part of our nursing licence. In fact, I was more anxious to get the results back to make sure I was doing things the way I should be. I'm glad I did it and now I know what to do."

Following the audit process, Lindsay realized that the nerves were unnecessary. "One thing I realized is I've done a lot more learning than I actually thought. We're always trying to push for more courses and do more things out of our office in terms of learning and that really does benefit us in the long-term, as RNs and as members of a profession."

So, what advice does Lindsay have for her fellow RNs? "Calm down. It's fine. Some of my colleagues were nervous for me but it's not a big deal. It's not as stressful as you would think. I was stressed about it to begin with, but when you get your feedback and if it's wrong, you simply fix it and submit it again," she says. "Know that it's something you do every year. It's not a test. There's no right or wrong answer."

Interview with CCP Auditor


Laureen Larson is an RN from Regina who recently participated as an auditor on the Continuing Competence Program (CCP) Audit Panel. This was the first year Laureen participated as an auditor and we asked her to share her experience and key takeaways with her colleagues.

“As RNs, we take our commitment to high quality care and innovative practice very seriously and I was excited to be involved with the committee,” says Laureen. “I was a bit apprehensive about all the exciting work being done in our profession and how I’d be able to adequately assess the vast areas of practice of my colleagues; however, the process set out by the SRNA was very well organized and made the work manageable for each of us as auditors.”

As an auditor, Laureen was tasked with assessing whether those audited had experienced growth in one of the SRNA’s competency areas, confirmed their learning goals, and identified the activities and resources to support them in meeting those goals. “This was my first year being an auditor and I learned so much,” says Laureen. “When I read all the great things our colleagues are doing in their practice areas, it made me proud to be an RN. I also had the opportunity to meet other RNs and NPs from all areas of practice from all over the province and enjoyed being part of a new team.”

“If I could advise my colleagues of one thing after my experience as an auditor, it would be to reflect upon why this process is important to our profession, and to be supportive of and timely in responding to our SRNA colleagues who annually lead us in completing this work,” says Laureen. She goes on to encourage members to include the feedback (formal and informal) that they seek out in relation to their learning goals as part of the plan.

As part of our regulatory process, the CCP is a great way to assure the people of Saskatchewan that RNs are committed to high-quality ethical care. “The CCP is there to assist and guide our life-long learning as RNs,” concludes Laureen. “Being selected for an audit shouldn’t be a stressful time in your practice; it’s just an opportunity to report on your own learning plan for the year.”



“If I could advise my colleagues of one thing after my experience as an auditor, it would be to reflect upon why this process is important to our profession, and to be supportive of and timely in responding to our SRNA colleagues who annually lead us in completing this work.”

Laureen Larson, RN, Auditor for the SRNA
Continuing Competence Program

Interview with Investigation Committee Public Representative

Janice Taschuk has been a public representative for the SRNA Investigation Committee since August of 2017. Since joining the Committee, she notes her growing appreciation for how hard RNs work in difficult, complex, demanding and ever-changing environments, and is impressed with their professionalism. “There is a steep learning curve with orientation to the nursing world as modern nursing is complex and covers many facets of patient care. I have a new appreciation of the many challenges and expectations faced every day by RNs,” says Janice. She notes that because of the complex health care environment, her role as public representative on the Investigation Committee has been challenging but extremely rewarding. “I thoroughly enjoy the challenges of being on the Committee and am committed to fulfilling my role as a public representative. I have seen how all the Committee members and investigators take their roles seriously and are professional and dedicated while making difficult decisions on a very full case load.”

Since the Professional Standards Authority (PSA) conducted its review in 2018 and subsequently provided its recommendations in early 2019, Janice has found that it has greatly informed the Investigation Committee’s work. “With the increased volume of cases and complexity of cases coming forward each month, it was a great time to have an outside, objective party look at the Investigation Committee’s processes,” says Janice. “What has impressed me immensely is the willingness of all parties to be open to the recommendations and changing to improve.”

Having been on the Investigation Committee for a few years, she notes that having RNs and public representatives from varying backgrounds provides a balanced perspective to ensure a fair and informed decision is made for each case. “Substantial resources and time go into professional regulation in order to maintain the integrity of the profession and to ensure the concerns of the general public are addressed. There can be a substantial time commitment, but it is very rewarding,” notes Janice. “If you have an organization that is only monitored by themselves, public perception is that they may protect rather than being objective, so I’m honoured to serve on the Investigation Committee as a public representative and offer my unbiased insight,” concludes Janice.

“What has impressed me immensely is the willingness of all parties to be open to the recommendations and changing to improve.”

Janice Taschuk, Public Representative
for the SRNA Investigation Committee

Celebrate Your Peers

Each day, in every nursing setting in Saskatchewan, there are brilliant RNs doing incredible and fascinating things in their areas of practice. Who comes to mind for you? Celebrate the accomplishments of your colleagues by nominating them for an Award of Excellence.

The SRNA's annual Awards of Excellence program celebrates the work of its members and non-members who have contributed to improving and advancing the health of the people of Saskatchewan and the registered nursing profession.

There are five categories of SRNA Awards of Excellence:

- 1. Life Membership**
- 2. Honourary Membership**
- 3. Memorial Book**
- 4. Ruth Hicks Award for Student Leadership**
- 5. Awards of Excellence:**

- Effie Feeny Award for Excellence in Nursing Research
- Granger Campbell Award for Excellence in Direct Care
- Elizabeth Van Valkenburg Award for Excellence in Nursing Education
- Jean Browne Award for Excellence in Nursing Practice Leadership
- Nora Armstrong Award for Excellence in Mentorship
- Award for Excellence in Truth and Reconciliation

The award categories are open to SRNA members who are RNs or NPs, unless otherwise specified in the award criteria, including students and members of the public. Each award's criteria and the submission package can be found online at www.srna.org.



When and Where

The SRNA Awards of Excellence Banquet will be held in Regina on May 6, 2020.

Deadline for Nomination Submissions

4:30 pm on February 6, 2020.
Send submissions to: links@srna.org or
fax to 1-306-359-0257.



Call for Council Nominations

The SRNA Nominations Committee is seeking RNs and NPs to stand for 2020 election.

Member-at-Large Positions

Members are elected to these positions to represent registered nursing in Saskatchewan.

Nominations Committee

The role of the Nominations Committee is to provide a slate of candidates to fill the RN positions on Council and on the Nominations Committee.

Positions for Election

President-Elect (1-year term)

Member-at-Large (3-year term)

- Electoral Region 1 (Southwest Integrated Service Area established by the Saskatchewan Health Authority)
- Electoral Region 2 (Southeast Integrated Service Area established by the Saskatchewan Health Authority)
- Nursing Practice Area: nursing education, nursing administration, policy or research

Nominations Committee (2-year term)

Candidate nominations must comply with requirements stated in *The Registered Nurses Act, 1988*, current SRNA bylaws and SRNA policies. More information is available at www.srna.org.

When and Where

The 2020 voting period will open in February 2020 to noon on May 7, 2020. Election results will be announced at the end of the business meeting on May 7, 2020 in Regina.

Deadline for Nomination Submissions

Submissions must be received at the SRNA office before noon on January 27, 2020. Completed submissions should be sent to: links@srna.org or faxed to 1-306-359-0257. Questions about your submission can be directed to the above email address, or contact the Administrative Assistant, Member Linkages at 1-800-667-9945 or in Regina, 306-359-4200.

**Member-at-Large
Nursing Practice
Area: nursing
education, nursing
administration,
policy or research**

Election in 2020

**Member-at-Large
Nursing Practice
Area: advanced
practice nursing or
direct care nursing**

Election in 2021
Council appoint for a one-
year term

President-Elect

Election in 2020 for a one-
year term

Electoral Regions

Electoral Region 3 (North)

Member-at-Large Election in 2022

Electoral Region 5 (Regina)

Member-at-Large Election in 2022

Electoral Region 4 (Saskatoon)

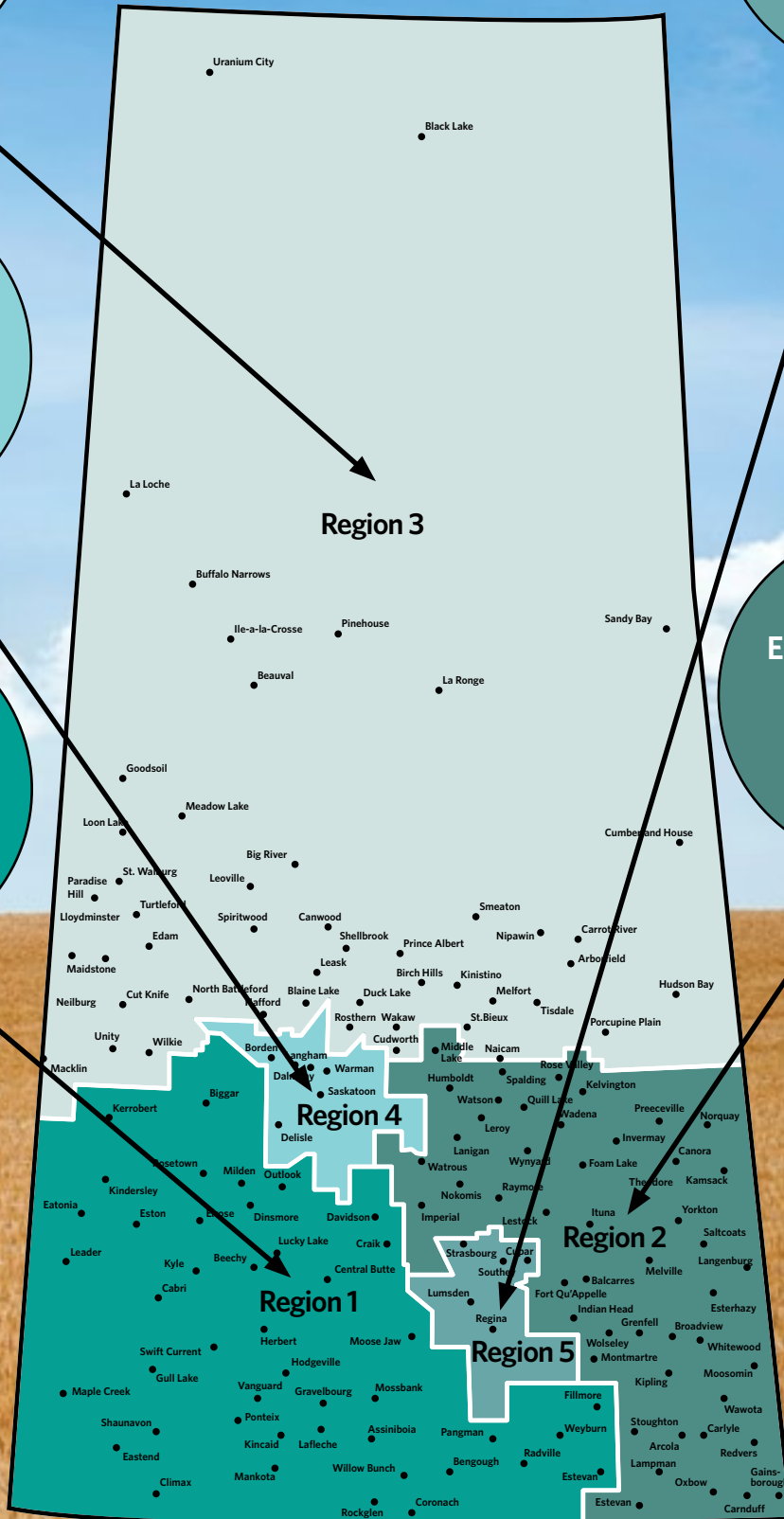
Member-at-Large Election in 2021

Electoral Region 1 (South West)

Member-at-Large Election in 2020

Electoral Region 2 (South East)

Member-at-Large Election in 2020



Inactive vs Non-Practicing

With the introduction of our new member portal, the SRNA is clarifying membership categories to ensure transparency during and outside of the renewal process. This includes ensuring members understand the difference between an inactive membership and a non-practicing membership.

During your renewal, you can choose one of three membership types—practicing, non-practicing and retired. All members must renew their licence(s) within the renewal period from September through November each year as one of these member types. At any other time, this will be treated as a status change request and will be subject to an application fee in addition to licensing fees. Should you not wish to hold a practicing licence for the upcoming year, we recommend you renew as a non-practicing member. This membership entitles you to vote, hold office and be appointed to committees at the membership level, attend the annual meeting and receive the SRNA News Bulletin. Note that if you are an RN(AAP) or NP and you change your RN status to non-practicing, your RN(AAP) or NP licence will become inactive.

If you do not complete a renewal application or submit a status change to one of the three membership types by November 30, you will become an inactive member of the Association. An inactive member has no privileges with the Association. To change your status back to practicing, you will have to re-apply with the Association and pay a re-application fee of \$157.50.

The SRNA's Registration team is willing and able to assist members at any time. Should you have any questions, connect with us at renew@srna.org or call 306-359-4200.

Membership Types

Practicing Membership entitles you to practice registered nursing as defined by *The Registered Nurses Act, 1988*, use title, receive liability protection, vote and hold office at membership and provincial levels, participate in the annual meeting, use the consulting and counselling services of the Association, receive financial assistance for purposes specified in Association policies, receive copies of Association documents, receive the News Bulletin and receive all privileges of membership in affiliated national and international associations.

Non-Practicing Membership entitles you to vote, hold office and be appointed to committees at the membership level, attend the annual meeting and receive the News Bulletin.

Retired Membership entitles the use of the title "Registered Nurse(retired)", "RN(retired)", "Nurse Practitioner(retired)", "NP(retired)" or "nurse(retired)" consistent with your licence type at the time of retirement. It also allows you to vote and hold office at the membership level, be appointed to committees at the provincial level, attend the annual meeting and receive the News Bulletin. The retired membership is a one-time membership fee for a member who has retired from the registered nursing profession.

Benefits for Practicing, Non-Practicing & Retired

Membership Benefits	Practicing	Non-Practicing	Retired
Use title and engage in nursing practice	✓		
Use of RN(retired) title			✓
Receive liability protection	✓		
Vote and hold office at membership level (i.e. PPGs)	✓	✓	✓
Vote and hold office at provincial level (i.e. Council, Nominations Committee, and committees appointed by MAC or SRNA Council)	✓		
Attend annual meeting	✓	✓	✓
Participate in annual meeting (i.e. present resolutions, make motions)	✓		
Receive financial assistance for purposes specified in Association policies	✓		
Receive copies of Association documents	✓		
Receive the News Bulletin	✓	✓	
Receive privileges of membership in affiliated national and international associations	✓		

Investigations Committee Education Day

Following the Professional Standards Authority (PSA) review published in May 2019, the SRNA has made efforts to apply the recommendations set out in the report. Specifically, in section 5.25 of the PSA review, the Authority recommended “that the SRNA develop guidance and provide education/training for the Investigation Committee to support decision-making around the issuing of Letters of Guidance or agreeing to Consensual Complaint Resolution Agreements (CCRA)s. In particular, the guidance should assist the Investigation Committee to give reasons explaining how the outcome addresses public protection, confidence and professional standards,” in accordance with Standard 8 of *The Standards of Good Regulation (adapted)*. The standard dictates that, “all decisions at every stage of the process are well reasoned, consistent, protect the public and maintain confidence in the profession.”

“[Decisions] at every stage of the process are well reasoned, consistent, protect the public and maintain confidence in the profession.”

The Standards of Good Regulation (adapted)

In response to this recommendation, members of the SRNA's Investigation Committee, and members from the SRNA's regulatory, complaints and investigations, nursing practice and communications teams met with Simon Wicklund, Legal Counsel for the PSA, and Roger Lepage, SRNA's Legal Counsel from Miller Thomson LLP, for a full education day. The purpose of the day was to focus on the transparency of the complaints & investigation function, review the need for procedures and guidance, review the need for reasons and the need to explain decisions, how to deal with the public and members in a way that is fair, and review the need to maintain confidentiality.









For the first half of the day, Simon Wicklund engaged the group in a two-hour fitness to practice education session. Together, the team looked critically at decisions made by regulators through case studies and reviewed how different perspectives can impact decisions. Simon Wicklund walked the group through real cases and decisions made by other regulators, reviewed the necessary tools to make effective and right-touch decisions, and demonstrated the importance of collaboration. He confirmed going through the review process and being driven to be more transparent will make the SRNA more efficient and will lead to a better process members and the public will understand.

In the second half of the day, Roger Lepage walked through *The Registered Nurses Act, 1988* and the *SRNA Bylaws*. He highlighted the difference between professional incompetence and professional misconduct and reviewed and explained the legalities and legislative definitions regarding the SRNA's responsibility to the public and the membership. He concluded by leading a discussion explaining the difference between a Letter of Guidance and a Consensual Complaint Resolution Agreement (CCRA) in the investigation process.

The education day provided an opportunity for robust conversations about current practices, space to identify areas for transformation, and collaborative problem-solving. The Investigation Committee and SRNA departments will continue to apply these principles of right-touch regulation in their work and ensure members and the public are well-informed regarding the SRNA's complaints and investigations processes.

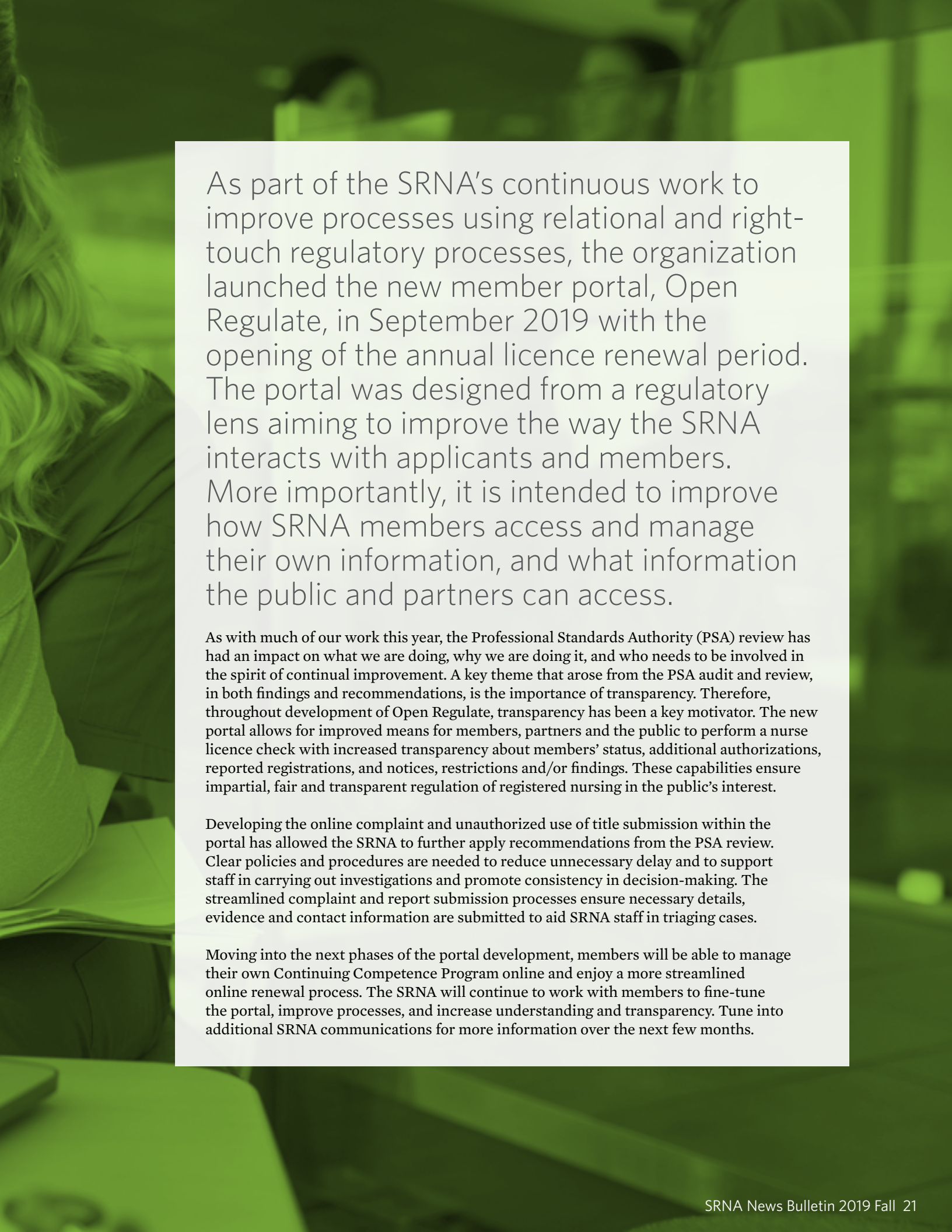
PSA Review: SRNA Actions

The table below identifies the actions that are complete or in progress.

Legal opinion on implementation		Complete
Standard metrics reporting tool		Complete
Establish implementation strategies		In progress
Review and improve the risk assessment triage process		Complete
External literature review		In progress
Monthly triage and risk assessment of all current and active cases		Complete
Identify education needs of the SRNA investigation team and the Investigation Committee		Complete
Secure three additional investigators		Complete
Adding additional human resources to the area, including an additional investigator		In progress
Evidence-based process map to guide decision-making and foster consistent decisions		In progress
Quality assurance processes for correspondence		Complete
Identify and document new policies, work standards and processes		In progress
Policy expert to support recommendation implementation		Complete
Weekly monitoring meeting with the Registrar		Complete
Data file management process		In progress
Adopt SBAR technique in case presentation to reduce subjectivity		Complete
Adopt quick response meetings for high priority cases and files		Complete
Fast track process for lower triage cases		In progress, trial period
Map the pathway of a complaint from receipt to closure		Complete
Develop policy on the timeframes within which members and complainants are updated in individual cases		In Progress



Open Regulate



As part of the SRNA's continuous work to improve processes using relational and right-touch regulatory processes, the organization launched the new member portal, Open Regulate, in September 2019 with the opening of the annual licence renewal period. The portal was designed from a regulatory lens aiming to improve the way the SRNA interacts with applicants and members. More importantly, it is intended to improve how SRNA members access and manage their own information, and what information the public and partners can access.

As with much of our work this year, the Professional Standards Authority (PSA) review has had an impact on what we are doing, why we are doing it, and who needs to be involved in the spirit of continual improvement. A key theme that arose from the PSA audit and review, in both findings and recommendations, is the importance of transparency. Therefore, throughout development of Open Regulate, transparency has been a key motivator. The new portal allows for improved means for members, partners and the public to perform a nurse licence check with increased transparency about members' status, additional authorizations, reported registrations, and notices, restrictions and/or findings. These capabilities ensure impartial, fair and transparent regulation of registered nursing in the public's interest.

Developing the online complaint and unauthorized use of title submission within the portal has allowed the SRNA to further apply recommendations from the PSA review. Clear policies and procedures are needed to reduce unnecessary delay and to support staff in carrying out investigations and promote consistency in decision-making. The streamlined complaint and report submission processes ensure necessary details, evidence and contact information are submitted to aid SRNA staff in triaging cases.

Moving into the next phases of the portal development, members will be able to manage their own Continuing Competence Program online and enjoy a more streamlined online renewal process. The SRNA will continue to work with members to fine-tune the portal, improve processes, and increase understanding and transparency. Tune into additional SRNA communications for more information over the next few months.

Practice Hours and Maternity Leave

If you are planning on, or are currently on a maternity, paternity or other designated parental leave, you may maintain a practicing licence, but you must count your practice hours as zero during the time of your leave. As a reminder, to be licenced as a practicing RN, you must work in a recognized RN role for at least 1125 hours in the five-year period before the registration year for which you are applying. For example, if you are applying for a 2020 RN licence, you will have needed to work a minimum of 1125 hours between December 1, 2014, and November 30, 2019.

At the 2019 SRNA Annual Meeting in Saskatoon, a resolution was carried to amend SRNA Bylaw 5 Section 3 and Bylaw 6 Sections 1-3 to support members on parental leave through waiving a portion of the leave as counting toward maintaining eligibility for registration as an RN or NP in all the categories of practice. At the June 2019 Council meeting, Council moved to have the SRNA Executive Director follow through with research and recommendations to be put forth for discussion at the 2020 February Council meeting.

Should you anticipate that you will not meet the hourly requirement for a practicing RN licence, there is a process to apply for an extension. This is an approved process that allows you more time to obtain your practice hours. Extensions are granted for no more than 120 days and have several requirements. If you do not meet the requirements for an extension, you may enroll in the Nursing Re-entry Program offered through Saskatchewan Polytechnic. Upon successful completion, you will be eligible for licensure with the SRNA for a five-year period.

If you have questions about your hours and this process, please contact us at 306-359-4200 or renew@srna.org.

New & Notable

Change of Status in the New Member Portal

With the new member portal comes a new process for requesting status changes outside of the licence renewal period. All members must renew their licences within the renewal period (September 17, 2019-November 30, 2019). At any other time, this will be treated as a Status Change Request and will be subject to an application fee in addition to licensing fees. This additional fee will be \$157.50.

Should you not wish to hold a practicing licence for the upcoming year, we recommend you renew as a non-practicing member. This membership entitles you to vote, hold office and be appointed to committees at the membership level, attend the annual meeting and receive the SRNA News Bulletin. An inactive member has no privileges with the SRNA.

More on membership types in Bylaw IV – Membership of the Saskatchewan Registered Nurses Association Bylaws 2019.

Conference 2020

Join us in Regina on May 6 and 7 for the 2020 SRNA Conference. This two-day event provides a unique opportunity to connect with fellow nurses and the public, inspiring leadership, collaboration, communication and education in your practice. More than just a conference, it's a place where direct care nurses, nursing leaders, innovators and people who make things happen will gather to learn about the latest trends in nursing regulation and share the secrets to success in providing the best possible care to those we serve. Visit www.srna.org for updates.

Clinical Decision Tools (CDT)s for RN(AAP)s

All of the Clinical Decision Tools (CDTs) for RN(AAP)s have now been reviewed, updated by the Interprofessional Advisory Group (IPAG) Committee and adopted by SRNA Council. There are no new CDTs, and the existing ones have been updated to include the latest evidence and best practice information. New charts are included to present the pharmacology information in a clearer format.

On November 5, 2019, the updated CDTs were presented to Council for review and adoption and are now posted on the SRNA website. The new CDTs for RN(AAP)s come into effect December 1, 2019.

Toolkit for Managers of RNs

RNs have a unique role as part of the health care team, and managers of RNs often have questions about the clinical, professional and scope of RN practice. *The Toolkit for Managers of RNs* has recently been updated and aims to:

- Provide at-a-glance information on a variety of RN practice questions;
- Identify responsibilities of RNs in the workplace and the role of managers of RNs in supporting RNs to meet those responsibilities;
- Identify resources available to support managers of RNs;
- Contains a resource key identifying where each relevant standard, competency or ethical principle is drawn from; and,
- Answer some commonly asked questions.

We recommend managers and non-managers alike review the documents within the toolkit and ensure they understand the resources and guides available to them. The updated toolkit can be found on the SRNA website.

Tools for Resolving Professional Practice Issues

RNs are held accountable and responsible for making complex decisions that are consistent with safe, competent and ethical practice. A professional practice issue (PPI) is any situation that puts clients at risk and interferes with an RN's ability to uphold their professional standards of practice, code of ethics, employer policies or other best practice clinical standards. A PPI is generally beyond the ability of an individual RN to resolve independently and requires collaborative resolution within the workplace.

The purpose of the *Tools for Resolving Professional Practice Issues* document is to provide several tools and a five-step framework that will equip and support RNs while they work towards resolution of a PPI in any context of practice.

The toolkit can be found on the SRNA website under Nursing Practice Resources.

Regulatory Reminders

Email Communication and Safe Sender List

In an effort to reduce paper mailing and ensure prompt communication, the SRNA primarily communicates with members via email, including but not limited to licence renewal announcements, notices of continuing competence program (CCP) audits, changes to scope of practice and the release of new and/or updated practice documents. Because of this, it is important members ensure that their email addresses are always up-to-date in the member portal, and that info@srna.org and renew@srna.org are marked as safe senders. Doing this ensures emails sent from the SRNA reach the inbox instead of being marked as spam.

It is the responsibility of each member to ensure contact information is always up-to-date, but if you need assistance, please contact the SRNA at info@srna.org or 306-359-4200.



Registered nurses On the Frontlines of **HEALTH CARE**

SUN promotes safe patient care by ensuring its members are always supported in their workplaces, so they can be **a voice for their patients** when they cannot speak for themselves.

WATCH:

**MAKING THE
DIFFERENCE** [.CA/ADDICTIONS](https://www.ca/addictions)

Challenging Geriatric Behaviours

SASKATOON, March 30, 2020 • TCU Place

0830 to 1600

With

STEVEN ATKINSON, PA-C, MS

Normal Aging, Dementia, Depression, or Delirium

- Normal Aging Changes of the Mind; Depression, Dementia, and Delirium
- Assess, Differentiate, and Develop a Plan of Care

Alzheimer's Disease

- Stages, Assessment, & Getting a Diagnosis; Behavioural Issues of Early Diagnosis
- Management & Interventions; Pharmacological & Non-Pharmacological Treatments

Driving with Dementia

- Driving Safety & Assessing Abilities; How to Take the Keys Away

Wandering & Physical Aggression

- Reasons why Cognitively Impaired Individuals Wander
- Is Wandering a Bad Thing? Issues to Consider
- Manage a Wanderer's Behaviour
- Identify the Cause of Aggression; Loss of Impulse Control
- Regression of the Mind/Child-Like Mind; Manage the Problem; Secrets to Managing

Inappropriate Sexual Behaviours

- Normal vs. Abnormal Sexual Behaviours
- Cognitively Impaired Individuals; Medication Management; Ethical Considerations

Refusing to Eat / Forgetting to Eat / Sleepless Nights

- Reasons why Geriatric Patients Slow or Stop Eating
- Nutritional Needs in a Geriatric Patient; Improve Nutritional Status
- Malnutrition & Dehydration; Alternatives to Eating
- Sundowning & Behavioural Problems in the Evening
- Why Does Sundowning Occur? Interventions to Decrease Aggressive Behaviours
- Medication Management When it Becomes Problematic

Caregiver Stress & Other Issues

- Physical, Psychological, & Emotional Stress
- Identify Caregiver Burnout and Ways to Help; Assist the Caregiver
- Ways to Identify Potential Falls and Prevent Injury
- Ways to Avoid Using Restraints

Case Studies: Learning from Experience and Mistakes

Steven Atkinson, PA-C, MS, is a Board-Certified Physician Assistant specializing in Geriatric Internal Medicine. He practices medicine in the greater Minneapolis area. In addition to his private practice, he has been on the faculty at the University of Utah since 1994 and involved in medicine for over 30 years. Steven is the co-founder and co-owner of Twin Cities Physicians, which serves older adults in nearly all levels of their care. He has presented internationally for over 15 years, primarily speaking about geriatric-related syndromes. Steven is a published author and sits on several boards whose purpose is to elevate the level of care in medicine for the patients they serve. Steven has been described as a "dynamic" educator and one of the most engaging presenters around. Don't miss him!

Registration Form (Fax to 1.866.566.6028)

Yes! Please register me for the Geriatric Behaviours workshop in:

City Date Venue

☐ **Saskatoon** March 30, 2020 TCU Place
35 - 22 Street East

Name: _____

Title: _____ Specialty: _____

Organization: _____

Home Address: _____

City: _____ Prov: _____ Postal: _____

Home Phone: () Fax: ()

Email: _____

☐ Please send me e-mail notices of upcoming conferences.

EXECUTIVELINKS

★ Brand New Workshop! ★

Even experienced healthcare professionals can be challenged working with cognitively-impaired geriatric patients. This one-day workshop will give you proven strategies to manage behaviours such as: dementia, aggression, anxiety, depression, refusal of food and fluids, inappropriate sexual advances, and refusal to give up driving when unsafe. If older adults are routinely under your care, this program will help minimize the risks of problems associated with troublesome, often irrational behaviour. Gain valuable insights into the causes of challenging geriatric behaviours and learn innovative and practical intervention strategies to improve the care you provide. Leave this seminar with practical techniques that you can apply the next day!

WHO SHOULD ATTEND?


- * Nurses Who Work With Geriatric Clients in Acute, Long Term, Ambulatory, & Community Settings
- * Home Health Care Staff, Geriatric Day Staff
- * Physical Therapists, Occupational Therapists, Recreational Therapists
- * Social Workers, Dieticians, Pharmacists

HOW TO REGISTER

Save \$30 on your registration when you register and pay prior to December 9th, \$20 prior to February 10th, and \$10 prior to March 16th!

REGISTRATION IS NOT COMPLETE WITHOUT PAYMENT

WEB:  www.nursinglinks.ca

CALL:  1.866.738.4823

FAX:  1.866.566.6028

EMAIL:  registration@nursinglinks.ca

MAIL:  22 - 2526 Battleford Ave. SW, Calgary, AB T3E 7J4

FURTHER INFORMATION

Should you have any questions or require assistance with registration, please call *Conference Registration* at Executive Links Inc. toll-free at 1-866-738-4823.

CANCELLATIONS

Refunds will be given for written cancellations received seven days prior to the conference date, less an administration fee of \$25.00. Refunds cannot be given after this date; however, delegate substitutions are welcome without prior notification.

If Executive Links Inc. is forced to cancel a conference, liability is limited to reimbursement of paid conference fees. Executive Links Inc. reserves the right to change program date, meeting place, speakers or content without further notice and assumes no liability for these changes.

To read our policies in more detail, please visit: www.nursinglinks.ca

Conference Fees:

- ☐ \$169.⁰⁰ + \$8.45 GST = \$177.45 **Super Early Rate** (on or before Dec. 9, 2019)
- ☐ \$179.⁰⁰ + \$8.95 GST = \$187.95 **Early Rate** (on or before February 10, 2020)
- ☐ \$189.⁰⁰ + \$9.45 GST = \$198.45 **Middle Rate** (on or before March 16, 2020)
- ☐ \$199.⁰⁰ + \$9.95 GST = \$208.95 **Regular Rate** (after March 16, 2020)

Price includes conference sessions, lunch, coffee breaks, and handouts.

☐ Please charge my: ☐ VISA ☐ M/C ☐ AMEX

Cardholder's Name: _____

Card Number: _____ Exp: ____/____/____

Signature: _____

☐ Cheque or money order payable to Executive Links enclosed

No postdated cheques please

☐ My employer has approved funding. Please invoice:

Attention: _____ Phone: () _____

Email: _____

Hemodynamics Demystified

SASKATOON, May 25, 2020

Travelodge Saskatoon

0830 to 1600 hrs.

With

CHRISTOPHER COLTMAN, RN, BScN

Cardiac Output

- What are the Components of Cardiac Output? The Key Things you Need to Know About Preload, Afterload, Contractility, and Heart Rate
- Applying Cardiac Output in the Critical Care Setting: What's Normal, What's Not
- What Components of Critically Ill Patient Assessment Tell us About our Patient's Cardiac Output?

Techniques of Hemodynamic Assessment

- Using Monitoring Devices Including Arterial Lines, Central Venous Pressure (CVP) and Pulmonary Artery Catheters. What's Their Purpose & What Kind of Information do They Give You?
- What do Normal (i.e. wedge Pressure) and Abnormal Waveforms Look Like (V Wave, A Waves, Cannon Waves) & What do They Mean?
- What do the Central or Mixed Venous Blood Gasses Tell You?
- An Introduction to Emerging Technologies Including Transpulmonary Thermodilution

Approaches to Hypotension

- Ok. My Patient's Blood Pressure is Low... What's the Right Approach to Hypotension?

Managing Fluid Balance

- Delving into The World of Fluid Responsiveness... How to Know When Your Patient Needs Fluid
- The Power of Pulse Pressure Variation and Systolic Pressure Variation Revealed; Including Other Emerging Technologies and Techniques

Pharmacological Interventions And Hemodynamics

- How do the Various Pharmacological Interventions Impact Hemodynamics, Including a Review of Various Inotropes (Dopamine, Dobutamine, Milrinone), Vasopressors (Norepinephrine & Vasopressin), & Afterload Reducers (Nitroprusside)

Clinical Conditions And Hemodynamics

- What are the Effects of Various Clinical Conditions on Hemodynamics and How Can They be Optimized?
- Case Studies and Examples will be Introduced Including Cardiac Tamponade, Acute Heart Failure, Septic Shock and More...

Christopher Coltmán, a graduate of the UofA Bachelor of Science in Nursing program, has been engaged in cardiac and cardiovascular surgical nursing for over 25 years. He has worked in a variety of settings and countries, including Montreal, London (England) and in Riyadh, Saudi Arabia. He has extensive experience in the area of acute coronary syndrome, heart failure and cardiovascular surgery. Chris is well known as an excellent teacher, having over 17 years of teaching experience, and has taught a number of sessions on a variety of topics where his passion for teaching and cardiac care shows. He is currently the Clinical Nurse Educator in the Cardiovascular Intensive Care Unit at the Foothills Medical Centre in Calgary.

EXECUTIVE LINKS

This specialized workshop is for staff who work in critical care settings where there is a need to understand hemodynamic concepts and work with hemodynamic monitoring in order to optimize clinical outcomes for the patient. The ultimate goal of hemodynamic monitoring is adequate tissue perfusion. This one day workshop will assist attendees to understand and cardiac output, hemodynamic assessment, waveform analysis; and to manage fluid status and pharmacological interventions. In addition, we'll review select clinical conditions to illustrate concepts in the form of case studies.






WHO SHOULD ATTEND?

- Nurses and Allied Health Personnel in Critical Care settings
- RN's, Nurse Clinicians, Advanced Practise Nurses, Nurse Educators, Perfusionists, & Medical Interns in all Critical Care settings
- ICU, CCU, CVICU, Cath Lab, Trauma & Surgical ICU Nurses
- Selected Staff in Surgical Suite and Post Anaesthetic Settings
- Nurses Planning to Seek Careers in Critical Care Settings

HOW TO REGISTER

Save \$30 on your registration when you register and pay prior to January 27th, \$20 prior to April 6th, and \$10 prior to May 11th!

REGISTRATION IS NOT COMPLETE WITHOUT PAYMENT

WEB:  www.nursinglinks.ca
CALL:  **1.866.738.4823**
FAX:  **1.866.566.6028**
E-MAIL:  registration@nursinglinks.ca
MAIL:  #22, 2526 Battleford Ave. SW, Calgary, AB T3E 7J4



FURTHER INFORMATION

Should you have any questions or require assistance with registration, please call Conference Registration at Executive Links Inc. toll-free at 1-866-738-4823.

CANCELLATIONS

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To read our policies in more detail, please visit: www.nursinglinks.ca

Registration Form (Fax to 1.866.566.6028)

Yes! Please register me for the Hemodynamics workshop in:

City	Date	Venue
<input type="checkbox"/> Saskatoon	May 25, 2020	Travelodge Saskatoon 106 Circle Drive W

Name: _____
Title: _____ Specialty: _____
Organization: _____
Home Address: _____
City: _____ Prov: _____ Postal: _____
Home Phone: () _____ Fax: () _____
E-Mail: _____

☐ Please send me e-mail notices of upcoming conferences.

Conference Fees:

- ☐ \$169.⁰⁰ + \$8.45 GST = \$177.45 **Super Early Rate** (on or before Jan. 27, 2020)
- ☐ \$179.⁰⁰ + \$8.95 GST = \$187.95 **Early Rate** (on or before April 6, 2020)
- ☐ \$189.⁰⁰ + \$9.45 GST = \$198.45 **Middle Rate** (on or before May 11, 2020)
- ☐ \$199.⁰⁰ + \$9.95 GST = \$208.95 **Regular Rate** (after May 11, 2020)

Price includes conference sessions, lunch, coffee breaks, and handouts.

☐ Please charge my: ☐ VISA ☐ M/C ☐ AMEX

Cardholder's Name: _____
Card Number: _____ Exp: ____/____

Signature: _____

☐ Cheque or money order payable to Executive Links enclosed
No postdated cheques please

☐ My employer has approved funding. Please invoice:

Attention: _____ Title: _____
Fax: () _____ Phone: () _____

EXECUTIVE LINKS

Interpretation of Lab Tests

SASKATOON, June 8, 2020 • Travelodge Saskatoon

0830 to 1600 hrs.

With

BARB BANCROFT, RN, MSN, PNP

EXECUTIVELINKS

Windows on an Inner World: the White Blood Cells

- Importance of WBC's; Mature and Immature Cells
- Functions of Each of the WBCs: Neutrophils- Segs and Bands; Monocytes; Basophils and Eosinophils; Lymphocytes
- Up, Down and All around - Which Changes in WBC's indicate:
 - Acute inflammation, Infection and Necrosis?
 - Chronic Inflammation, TB?
 - Allergies and Viral Infection?

Interpretation of the Serum Protein Electrophoresis

- Albumin and its Functions
- Globulins - Alpha One (HDL), Alpha Two, Beta (LDL and VLDL)
- What you Need to Know about the Gamma Globulins
- Drugs and the Lipoproteins
- The Clinical Conditions Associated with Variances of the Serum Proteins

The Role of the Red Blood Cells and the Correlation to your Patient's Illness

- Maturation Process of the RBC; Normoblasts, Reticulocytes, Erythrocytes
- Essential Substances Necessary for RBC Production
- Role of Iron, Amino Acids, Folic Acid, B12, Thyroid, Kidneys & Good Genes

Determining RBC Function; CBC, MCV, MCH, Retic Count - What Changes in Values Mean

- Common Clinical Conditions Associated with Variances in RBC Function
- The Anemias - Iron Deficiency, Megaloblastic Anemia, Folic Acid Deficiency, Sickle Cell Anemia; Drug Induced Anemias

The Body's Enzymes: What You Most Need to Know About:

- AST, ALT, CK, Amylase, Lipase; When and Why They Elevate
- What do the Elevations Mean for Liver Function, Cardiac Function, Muscle Integrity and Pancreatic Function?

Barb Bancroft is a widely acclaimed nursing teacher who has taught courses on Advanced Pathophysiology, Pharmacology, and Physical Assessment to both graduate and undergraduate students. Also certified as a Pediatric Nurse Practitioner, she has held faculty positions at the University of Virginia, the University of Arkansas, Loyola University of Chicago, and St. Xavier University of Chicago. Barb is known for her extensive knowledge of pathophysiology and as one of the most dynamic nursing speakers in North America today. Delivering her material with equal parts of evidence based practise, practical application, and humour, she has taught numerous seminars on clinical and health maintenance topics to healthcare professionals, including the Association for Practitioners for Infection Control, The Emergency Nurses' Association, the American Academy of Nurse Practitioners, and more.

★ Register Early to Avoid Disappointment! ★

Barb Bancroft's approach to interpreting lab tests is a "must hear" for nurses in all areas and nurses at all levels. You will leave the seminar with a number of practical pearls that can be applied to your patients in the hospital, in the primary care facility, or in the ICU. The WBC and differential is discussed as it relates to viral infections, bacterial infections, and parasitic infections. Iron deficiency anemias will be differentiated from B12 and folic acid anemias and you'll get some helpful hints for patients with lead as a cause of anemia. The lipid profile will be discussed, as will liver function tests and clinical correlations. Various drugs will be correlated with their effects on lab tests, including chemotherapy, antibiotics, statins, and other lipid-lowering agents.






WHO SHOULD ATTEND?

- * RNs, LPNs, NPs, RPNs in All Areas; Acute, Critical Care, Geriatric, Community Care and Primary Care
- * Outpost Nurses, Occupational Health Nurses
- * Nurse Practitioners, Educators, Managers

HOW TO REGISTER

Save \$30 on your registration when you register and pay prior to February 3rd, \$20 prior to April 27th, and \$10 prior to May 25th!

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CALL:  1.866.738.4823
FAX:  1.866.566.6028
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To read our policies in more detail, please visit: www.nursinglinks.ca

Registration Form (Fax to 1.866.566.6028)

Yes! Please register me for the **Lab Tests** workshop in:

City	Date	Venue
<input type="checkbox"/> Saskatoon	June 8, 2020	Travelodge Saskatoon 106 Circle Drive W

Name: _____
Title: _____ Specialty: _____
Organization: _____
Home Address: _____
City: _____ Prov: _____ Postal: _____
Home Phone: () _____ Fax: () _____
E-Mail: _____

☐ Please send me e-mail notices of upcoming conferences.

Conference Fees:

EXECUTIVELINKS

- ☐ \$169.⁰⁰ + \$8.45 GST = \$177.45 **Super Early Rate** (on or before Feb. 3, 2020)
- ☐ \$179.⁰⁰ + \$8.95 GST = \$187.95 **Early Rate** (on or before April 27, 2020)
- ☐ \$189.⁰⁰ + \$9.45 GST = \$198.45 **Middle Rate** (on or before May 25, 2020)
- ☐ \$199.⁰⁰ + \$9.95 GST = \$208.95 **Regular Rate** (after May 25, 2020)

Price includes conference sessions, lunch, coffee breaks, and handouts.

☐ Please charge my: ☐ VISA ☐ M/C ☐ AMEX

Cardholder's Name: _____

Card Number: _____ Exp: ____/____/____

Signature: _____

☐ Cheque or money order payable to Executive Links enclosed
No postdated cheques please

☐ My employer has approved funding. Please invoice:

Attention: _____ Title: _____

Fax: () _____ Phone: () _____

Return to:
Saskatchewan Registered Nurses' Association
2066 Retallack St. Regina, SK S4T 7X5

Publication Agreement #40005137