

SASKATCHEWAN

RN

ASSOCIATION

Annual Report

2019



Table of Contents

Messages from National Nursing Leaders	4
A Message from the SRNA President	5
A Message from the SRNA Executive Director	6
SRNA Council	7
Mission	8
Values	9
Strategic Objectives	10
NP Prescribing	11
Tools for Resolving Professional Practice Issues	12
RN Entry-level Competencies & Practice Standards	13
Clinical Decision Tools for RN(AAP)s	14
Practice Consultation Application	15
Member Portal, Open Regulate	16
The Professional Standards Authority	17
Practice Consultation Services	19
Nursing Exams	21
Investigations	22
Investigation Participant Feedback	24
Discipline Committee Decisions	25
Continuing Competence Audit	26
Our Association, Our Membership	27
Committees	30
Financial Summary	34
Auditor's Report	35
SRNA Staff	38

Messages from National Nursing Leaders



Cynthia Johansen, MAL, MSc
President, Canadian Council of
Registered Nurse Regulators

The Canadian Council of Registered Nurse Regulators (CCRNR) extends its appreciation to the Saskatchewan Registered Nurses Association (SRNA) for being an active member of CCRNR, the collaborative organization for provincial and territorial registered nurse regulators. CCRNR continues to promote excellence in professional nursing regulation and serves as the national forum for RN regulatory matters across Canada. CCRNR also congratulates SRNA for supporting the development of a provincial association for registered nurses in your province, separate from the SRNA. As the regulator, SRNA serves in the public interest with patient safety as a paramount priority. This change, albeit challenging, will strengthen the public's appreciation of the distinction between regulator and advocacy body, and will contribute to an enhanced system-wide understanding of these distinct roles.

We thank Executive Director Cindy Smith and her team for their many contributions to CCRNR, and we stand committed to supporting the SRNA in the months and years to come.



Claire Betker, RN, MN,
PhD, CCHN(C)
President, Canadian
Nurses Association

On behalf of the Canadian Nurses Association (CNA), it is an honour to work with the SRNA, such a dynamic and committed organization. On behalf of the officers and staff of CNA, I applaud the significant accomplishments of SRNA in 2019. As you review the annual report, I hope you feel very proud of your many achievements such as significant steps taken to advance the scope of practice for nurse practitioners and registered nurses in Saskatchewan.

As a national professional nursing association, CNA's role is to advance the nursing profession in Canada and advocate for positive health outcomes for all. One of the ways CNA does this is by strengthening collaboration and effective intraprofessional practice among regulated nurses. Being an inclusive, unified nursing profession strengthens our collective voice, advocacy, leadership and action! Strong professional nursing associations at provincial, national and international levels provide an excellent opportunity for all regulated nurses to engage and lead together for the benefit of all.

For SRNA's involvement and expertise in shaping nursing policies and programs, I wish to thank you. On behalf of CNA, I wish the SRNA and its members continued success.



Annette Kennedy
President
International Council of Nurses

I am delighted to bring you greetings from the ICN Board of Directors, its staff and our 130-plus member National Nursing Associations, which represent more than 20 million nurses around the globe.

I am often asked what difference can nurses make, and the truth is, you only have to look at the people around you to see it. Everyone's life has been changed at some point by their interactions with nurses—as babies, young children, teenagers, adults and older people, we have all encountered nurses, and the effects of their efforts have enhanced our lives.

Congratulations to you all for the marvelous work you do. Your work on nurse regulation and advancing the profession is helping to protect the public you serve, and I hear your continued engagement with the public through social media and other avenues is bearing fruit.

On behalf of ICN, I would like to acknowledge the outstanding contribution of Saskatchewan's hard-working nurses and the service you provide to your people.

A Message from the SRNA President



Warren Koch, RN
President

2019 was a monumental year for the SRNA. Council spent much of the year in consultations with each other and outside partners to formally address the conversation surrounding the SRNA's dual mandate. Council's goal for any changes included having clearly defined pillars in registered nursing—regulator pillar, association pillar and union pillar—to help ensure regulatory excellence, bring clarity to the work of an independent association and strengthen the profession of registered nursing overall. An open and transparent public oversight is necessary to maintain the public trust. Our dedication to the public interest must be foremost and clearly understood. By strengthening this important bridge between the public, policy makers and registered nurses, we will develop a common goal and vision for the profession of registered nursing, continue to incorporate the *Truth and Reconciliation Commission of Canada: Calls to Action* in our work, provide a strong voice for registered nursing in Saskatchewan by joining our thoughts, ideas and efforts, and give more power and credibility to the profession.

At the August Council retreat, Council spent a day with Brad Chisholm from the British Columbia College of Nursing Professionals. A lawyer by trade, specializing in governance, Chisholm worked on the amalgamation of the three colleges and helped with the decision-making process. Although he believes that a single mandate organization will better protect the public, the intention of his presentation was to provide information, ask tough questions and help with the decision-making process. Together we looked at the current trends across the country, the impact of changing practice, the value of dual mandate organizations, the value of single mandate organizations, and then had an open discussion. After working with Chisholm, Council participated in mock debates where we were tasked with debating for both sides of the issue—single mandate vs. dual mandate. This exercise allowed all of Council to thoroughly work through our thought processes, and ensure we were able to ask the right questions and voice any concerns. Council determined through these meetings it is in the best interests of the public and the profession to delineate the roles of regulatory excellence and professional representation through separate organizations.

After the important conversations at the August retreat, Council invited Max Hendricks and Mary Martin-Smith from the Saskatchewan Ministry of Health, and Katherine Stansfield, CEO and Registrar of the College of Registered Nurses of Manitoba, and Mary Smith, Executive Director of the Association of Registered Nurses of Manitoba, to our November Council meeting. To the former, we provided an overview of our discussions at the August retreat and inquired further about the impact this change could have on the province. The Ministry provided valuable insight regarding working in the public interest and what is best for the public. This meeting allowed Council to further flush out inquiries about a changing mandate with one of our partners. The discussion with the RNs from Manitoba provided extremely valuable insight, as they recently went through a mandate change and separation of the association and regulator functions. Although the Manitoba experience was mandated by government, Stansfield and Smith provided relevant advice and lessons learned, and presented constructive feedback on how to move forward in this decision.

These few highlighted interactions throughout 2019 have led Council to be best positioned to make the decision to separate the regulatory and association functions of the SRNA. We have had important conversations with key partners from within the nursing profession and within the Saskatchewan health care system. We have reviewed the critical challenges impacting the nursing profession, and continuously work to advance our profession.

In all our work, we continue to focus on increased engagement with the public, members and staff. Through public and member consultations and focus groups, as well as increased engagement through social media, videos and emails, we have been able to reach those that matter most. We are incredibly proud of, and excited to share with you, the work your organization and SRNA Council accomplished this past year.

Now we look forward to what is to come in this new decade, including celebrating the Year of the Nurse and Midwife in 2020, and all we will do to advance the profession of registered nursing and fulfill our mandate of protecting the public.

Together we are stronger. I wish you all happiness and healthiness.

A Message from the SRNA Executive Director



Cindy Smith, RN
Executive Director

Every workday, the SRNA team delivers a multitude of services in the public interest. From licensing graduate nurses, to sharing Registered Nurse (RN), Registered Nurse with Additional Authorized Practice [RN(APP)] and Nurse Practitioner (NP) practice resources through our website, to supporting members and public representatives in the investigation process. Through these and many other means, staff contribute to ensuring RNs and NPs are leaders in contributing to a healthy population. I am proud of the tremendous teamwork that occurs behind the scenes to bring these services to the public, members and a variety of health system partners.

In 2018, the SRNA worked with the Professional Standards Authority (PSA) to review our investigations and discipline processes to assess our performance against the Standards of Good Regulation. The review was completed in early 2019 and the results were presented to the membership in May 2019 at the Annual Meeting. The PSA report determined that the SRNA met four of the 10 standards. In an effort to be as responsive as possible, we quickly developed a strategy and action plan to address the PSA's recommendations and by December 2019 were nearly halfway through implementing the recommendations.

Other key developments in 2019 included the launch of our new member portal, Open Regulate, improving the online licensure system, launch of the online practice consultation application (FLO), implementing the new *Registered Nurse Entry-Level Competencies*, and the *Registered Nurse Practice Standards*, updating the *Toolkit for Managers of RNs and Resolving Professional Practice Issues: A Toolkit for Registered Nurses*, updating the Clinical Decision Tools (CDT) for RN(AAP)s, launching a mentorship program for nurses through the Online Community of Practice, approving NPs to prescribe for Opioid Use Disorder (OUD) and methadone for pain, and beginning a complete overhaul of the Nursing Education Program Approval (NEPAC) process. I'm also pleased to share that we have achieved a year-end financial surplus. Our approach is always to meaningfully engage and collaborate to efficiently improve our services as well as outcomes.

Our Annual Report is an important opportunity to transparently and publicly share the details of our work. There are also important new challenges and opportunities on the horizon that we are well prepared to successfully address with the leadership of President Warren Koch and our other Council members.

Our Leadership Team, along with our SRNA Council, is proud of the accomplishments of the organization over the last year, and we are pleased to share the details of our work in 2019.

SRNA Council



Warren Koch, RN
President
Term: 2019-2021



Marilyn Barlow, RN
Member-at-Large
Term: 2018-2021
Region 6



Betty Metzler, RN
President-Elect
Term: 2019-2020



Leah Thorp, RN
Member-at-Large
Term: 2019-2022
Region 7



Ashley Schwartz, RN
Member-at-Large
Term: 2017-2020
Region 1



Joanna Alexander
Public Representative
Term: 2018-2021



Justine Protz, RN
Member-at-Large
Term: 2017-2020
Region 2



James Struthers, Q.C.
Public Representative
Term: 2018-2021



Ronda Zinger, RN
Member-at-Large
Term: 2019-2022
Region 3



Doug Finnie, MBA, Pro Dir
Public Representative
Term: 2018-2021



Françoise (Frankie) Verville, NP
Member-at-Large
Term: 2019-2020
Region 4



Cindy Smith, RN
Executive Director
Non-voting Member



Rena Sutherland, NP
Member-at-Large
Term: 2017-2020
Region 5

MISSION

RNs and NPs are leaders in contributing to a healthy population.

① Regulation

Accountable, effective, transparent profession-led regulation in the public interest.

② Professional Practice

Excellence in Professional Practice

- 2.1. RNs and NPs practice safe, competent, ethical, and culturally appropriate individual and family-centred care.
- 2.2. RNs and NPs understand their role and practice within their full legislated scope.
- 2.3. RNs and NPs integrate Primary Health Care (PHC) principles into all practice settings.
- 2.4. RNs and NPs demonstrate nursing leadership.

③ Integral Partners in Health

RNs and NPs are integral partners in health.

- 3.1. RNs and NPs articulate and demonstrate their role(s).
- 3.2. RNs and NPs advocate for evidence-informed practice.
- 3.3. RNs and NPs are leaders in influencing healthy public policy, including seniors health, mental health, and Indigenous health.

*RNs - Registered Nurses

*NPs - Nurse Practitioners

Effective January, 2020

Values

Visionary Leadership

We explore and move together toward a shared view of the future with imagination and wisdom.

Excellence

We strive to continuously learn and transform, integrating an evidence-informed approach.

Relational Ethics

We demonstrate integrity through respect, empathy, dignity and caring.

Service

We provide empathetic and compassionate service in the interest of the public.

Collaboration

We engage others and support one another to achieve a common goal.

Accountability

We are transparent, open and honest in our decision-making, communication and relationship-building.

2018-2020 Strategic Objectives

1. Relational and Right-Touch Regulatory Processes

- Implement the PSA recommendations for the SRNA's investigations and discipline process
- Implement the new RN(AAP) CDTs
- Review of the NEPAC process
- Establish and implement the new member portal, Open Regulate

2. Advancing Scope of Practice and Role Clarity

- Advance scope for NPs
 - Approve prescribing for OUD and methadone for pain
- Implement the new *Registered Nurse Entry-Level Competencies* and the *Registered Nurse Practice Standards*
- Revise and support the use of *Resolving Professional Practice Issues: A Toolkit for Registered Nurses*
- Support the implementation of RN Specialty Practices (RNSP)

3. Public and Member Engagement

- Enhance engagement strategies
 - Online Community of Practice
 - Focus groups
 - Member survey
 - Social Media
 - Videos
 - Email communication

4. Staff Engagement and Stewardship

- Ensure clear and consistent strategic organizational plan and work plans
- Conclude job description review plan
- Ensure learning and development opportunities are available
- Increase employee engagement
- Increase internal communication
- Establish and implement values for the SRNA



NPs Prescribing for Opioid Use Disorder and Methadone for Pain

In March 2019, the SRNA Council passed two policies that allow NPs, who regularly see people with OUD or who require methadone for pain, to apply to the SRNA to receive approval to prescribe medications such as suboxone and methadone. These regulatory processes are in follow-up to the bylaw passed by the SRNA membership at the 2018 SRNA Annual Meeting. Based on this bylaw, the SRNA has worked with provincial and national partners, including the Saskatchewan Health Authority, the Ministry of Health, the College of Physicians and Surgeons of Saskatchewan, Interdisciplinary Advisory Committee and the NP Advisory Committee, to develop the education and clinical practicum requirements and regulatory processes.

The SRNA has developed regulatory processes to minimize harm to the public and develop expectations for safe prescribing. In accordance with the SRNA mandate to set standards for competence and govern prescribing, NPs must meet all requirements prior to receiving approval to prescribe drug therapeutics for OUD and methadone for pain. The NP prescribing of these additional medications will be monitored through the existing Prescription Review Program (PRP).

Advancing the NP scope of practice by enabling NPs to prescribe drug therapeutics for OUD will increase the number of approved prescribers in Saskatchewan; thereby providing increased access for clients.

Resolving Professional Practice Issues: A Toolkit for Registered Nurses

In an effort to continuously respond to members' needs, the SRNA Practice Team revised the *Tools for Resolving Professional Practice Issues* document. 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.





RN Entry-Level Competencies & RN Practice Standards

In 2017, the CCRNR initiated the revision of Canadian RN entry-level competencies (ELCs). This initiative was led by a working group comprised of 11 jurisdictions representing RN regulators in Canada. The ELCs are revised every five years to ensure inter-jurisdictional consistency and practice relevance. Consistency between jurisdictions supports the workforce mobility requirements of the *Canadian Free Trade Agreement*. Revisions are based on the results of an environmental scan, literature reviews and stakeholder consultation. The regulatory body in each jurisdiction validates and approves the ELCs and confirms they are consistent with provincial/territorial legislation, and the SRNA was pleased to be involved in this process.

Each ELC 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, while *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 registered nurses.

With the provided feedback from consultations across the province in 2018, a bylaw was put forward and passed by the membership at the 2019 Annual Meeting to adopt the new RN Entry-Level Competencies and RN Practice Standards. Effective October 30, 2019, the updated *Registered Nurse Entry-Level Competencies* and *Registered Nurse Practice Standards* guide nursing practice in the province.

Clinical Decision Tools for RN(AAP)s

The SRNA CDTs are specific evidence-informed documents that guide RN(AAP)s in the assessment, diagnosis and treatment of limited common medical disorders encountered in northern primary care settings in Saskatchewan.

Evidence and best practice guidelines were reviewed and incorporated into the updated CDTs with in-text sources. The Interprofessional Advisory Group (IPAG) reviewed, revised and approved all of the CDTs. During this process, it was determined that some Pediatric and Adult CDTs could be merged to streamline the processes. Additionally, charts and tables were added to support effective and clear messaging about pharmacology options and other information within the CDTs. Language was updated to reflect non-binary genders, for example people of reproductive age rather than women of childbearing age, and reproductive health rather than women's health. Following IPAG approval, the CDTs were adopted by SRNA Council with an effective date of December 1, 2019.

While all CDTs were updated for evidence-informed best practice for RN(AAP)s to diagnose, treat and prescribe for limited common medical disorders, there were no significant practice changes and no new CDTs.





Practice Consultation Application

In 2019, a new practice consultation management application (FLO) was implemented. FLO is the official record for documenting nursing practice consultation requests and responses. Documentation of practice consultations captures the details of the issue, resources provided and resolution of the consultation. FLO has assisted the nursing practice advisors in many ways including to:

- Provide consistent responses through the ability to review responses to similar calls;
- Easily provide members with email access to online resources to support their practice; and,
- Manage agency consultations for education and information requests.

Through FLO, additional information can now be captured—keywords to assist with theming consultation requests, frequency of resource usage and the level of risk associated with the consultation. While the application is still new, this information has positively impacted our ability to respond in a timely way to emerging trends. Examples include:

- A Nursing Practice Update was created to answer common questions about telepractice/cross-border nursing following an increase in practice consultation requests.
- A revision of the *Tools for Resolving Professional Practice Issues* was made a priority due to the frequency of consultations that included the document as a resource.
- Consultations are assessed for risk to the individual caller, the public, the employer and to the SRNA as an organization. Internal processes are in place to escalate higher risk consultations to support the resolution of the consultation in the interest of the public.

This innovative application is achieving the goal of supporting the flow of information and assisting in an efficient process for responding to nursing practice consultation requests.

Member Portal, Open Regulate

As part of the SRNA's continuous work to improve processes using relational and right-touch regulatory processes, the organization launched a new member portal, Open Regulate, in September 2019 with the opening of the annual license 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.

Based on recommendations from the PSA, transparency was a key motivator when developing the new member portal. Therefore, Open Regulate allows for improved means for members, partners and the public to perform a nurse license check with increased transparency about members' status, additional authorizations, reported registrations, and notices, restrictions and/or findings. The portal also allows for online complaint and unauthorized use of title submissions. The streamlined complaint and report submission processes ensure necessary details, evidence and contact information are submitted to aid SRNA staff in triaging cases.

These highlighted capabilities ensure impartial, fair and transparent regulation of registered nursing in the public's interest. Further functions of Open Regulate will be introduced to the membership throughout 2020.





The Professional Standards Authority

The PSA examined the SRNA's approach to, and compliance with, the 10 standards covering the complaints, investigations and discipline functions. The review occurred in three phases: background research and scoping, included understanding the regulatory context in Saskatchewan, as well as detailed understanding of the SRNA legislation; an onsite audit that included observing an SRNA Investigation Committee meeting; and interviewing stakeholders and staff.

The PSA report, completed in May 2019, determined that the SRNA met four of the 10 standards. Although they assessed the SRNA as not fully meeting six of the standards, it was emphasized that the SRNA has identified the need to improve performance of the complaints, investigations and discipline functions, and that engaging with the review is a positive step in the process of improvement.

Furthermore, a key theme that arose from the report and the audit, in both findings and recommendations, is the importance of transparency. It was determined the SRNA is not failing to protect the public, but rather staff, committee and Council members all have good instincts and are well intentioned. The PSA did not identify any cases which risked patient safety or public protection.

Upon receipt of the PSA report, the SRNA developed a strategy to implement their recommendations. As of December 31, 2019, 16 of the 31 recommendations have been completed (52 percent).

Progress on the SRNA Recommendations from the Professional Standards Authority

May 2019 - December 2019

10

Standards

31

Recommendations

52%

Complete

48%

In Progress

Standards

- 1 Anybody can raise a concern, including the regulator, about a member.
- 2 Information about complaints is shared with other organizations within the relevant legal frameworks.
- 3 The regulator will investigate a complaint, determine if there is a case to answer and take appropriate action including the imposition of sanctions. Where necessary, the regulator will direct the person to another relevant organization.
- 4 All complaints are reviewed on receipt and serious cases are prioritised.
- 5 The complaints process is transparent, fair, proportionate, and focused on public protection.
- 6 Complaints are dealt with as quickly as possible, taking into account the complexity and type of cases and conduct of both sides. Delays do not result in harm or potential harm to patients.
- 7 All parties to a complaint are kept updated on the progress of their case and supported to participate effectively in the process.
- 8 All decisions at every stage of the process are well reasoned, consistent, protect the public and maintain confidence in the profession.
- 9 All final decisions, apart from matters relating to the health of a nurse, are published in accordance with the legislation and communicated to relevant stakeholders.
- 10 Information about complaints is securely retained.

Practice Consultation Services

SRNA's Nursing Practice Advisors are available each business day as a resource to members, partners and the public. In 2019, there were 804 consultations. Of those consultations, 36 percent related to scope of practice, 29 percent legal/regulatory, 20 percent information/networking, 13 percent standards and competencies, and two percent were ethics related [Practice Consultations by Category].

Practice Advisors supported members to apply the revised Canadian Nurses Association's (CNA) *Code of Ethics for Registered Nursing, 2017*, the new *Registered Nurse Entry-Level Competencies*, and *Registered Nurse Entry-Level Competencies* to specific practice situations through individual and group consultations.

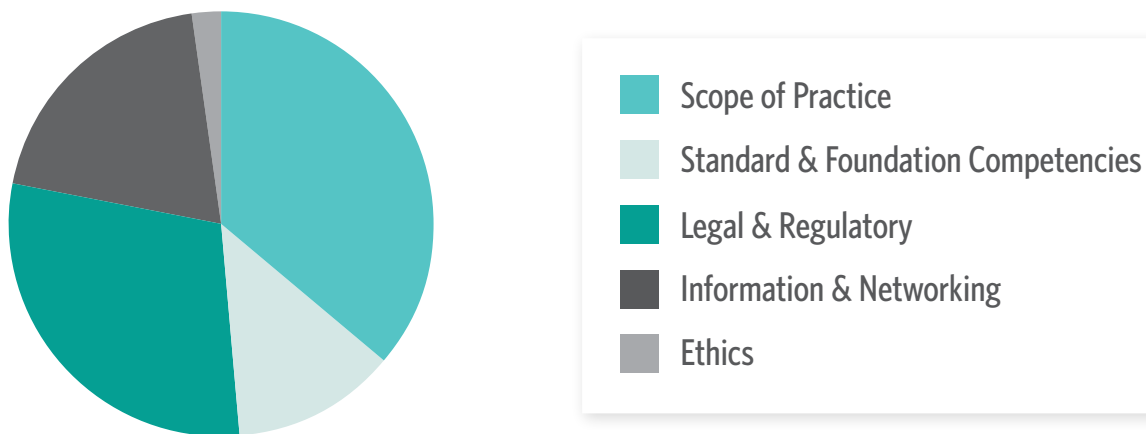
Requests for information and discussion about RN Specialty Practices, continuing competence, NP practice, cannabis, and assignment and coordination of care were the top reasons the Practice Team was contacted. Among many other topics, the team also received calls about prescribing for OUD and cross-border nursing that resulted in Nursing Practice Updates.

The *Tools for Resolving Professional Practice Issues* was the third most often referenced resource, behind the Code of Ethics and RN standards and competencies documents. This resulted in prioritizing the document for revision and release in late 2019.

Of the 804 practice consultations in 2019:

- 77 percent of member consultations were from RNs, 15 percent were from NPs; four percent from RN(AAP)s and the remaining four percent were from Retired and Graduate Nurses (GN) or were unspecified. [Connections with Practice Advisors by Group]
- 88 percent of members were either very satisfied or satisfied with their experience of connecting with a practice advisor in 2019. This number has increased by five percent over the past year indicating a high level of satisfaction with the practice consultation service. [Satisfaction of Practice Consultation Service]

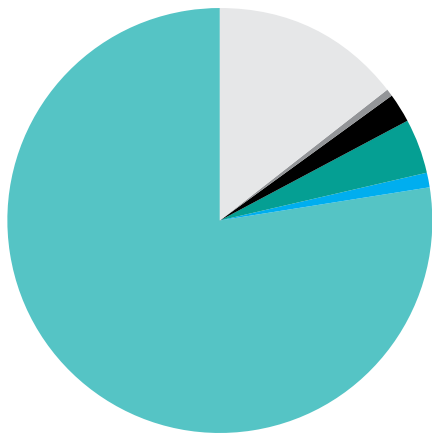
Practice Consultations by Category



Top Five Resources Used by Advisors During Practice Consultations

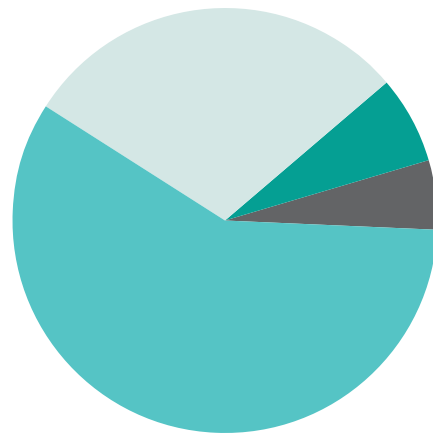
- 1 Standards and Competencies for Registered Nurses
- 2 RN Specialty Practices Combined Resources
- 3 CNA Code of Ethics
- 4 Tools for Resolving Professional Practice Issues
- 5 Self-Employed Practice: Guidelines for Registered Nurses

Connections with Practice Advisors by Group



- RN
- NP
- Retired
- GN
- RN(AAP)
- Unspecified

Satisfaction of Practice Consultation Service



- Very Satisfied
- Satisfied
- Dissatisfied
- Very Dissatisfied

Nursing Exams

Canadian Nurse Practitioner Licensure Exam Results

The SRNA approves eligible candidates to write the Canadian Nurse Practitioner Licensure Exams which vary based on the stream of practice to which candidates are applying. There are four streams: Family/All Ages Exam (CNPE: F/AA); Adult Exam (AANPCP); Pediatric Exam (PCNB); and the Neonatal exam. Applicants must pass the exam in order to become licensed as an NP in Saskatchewan. The NP exam tests foundational knowledge, skills and judgment that an NP must have at the beginning of their career.

Candidates from Saskatchewan who Wrote the Family and All-Ages CNPE



Candidates



First-Attempt
Pass Rate

Nurse Practitioners Licensed in the 2019 Registration Year



Nurse
Practitioners



Primary Care
Specialty



Neonatal
Specialty



Pediatric
Specialty



Adult
Specialty



Adult - Women's
Health Specialty

National Council Licensure Examination

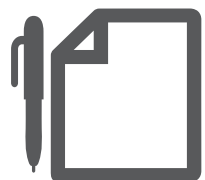
The National Council Licensure Examination (NCLEX-RN) is the exam all applicants who have graduated from a Canadian nursing program, or who are an internationally educated nurse, must pass in order to become an RN for the first time in Saskatchewan and most other provinces in Canada. The NCLEX-RN tests foundational knowledge, skills and judgment that a nurse must have at the beginning of their career.

2017, 2018 & 2019 First-Attempt Pass Rate

Province or Territory of Education	2017 COHORT		2018 COHORT		2019 COHORT	
	Total Writers	First-Attempt Pass Rate	Total Writers	First-Attempt Pass Rate	Total Writers	First-Attempt Pass Rate
Saskatchewan	582	80.8%	508	87.2%	601	86%

Investigations

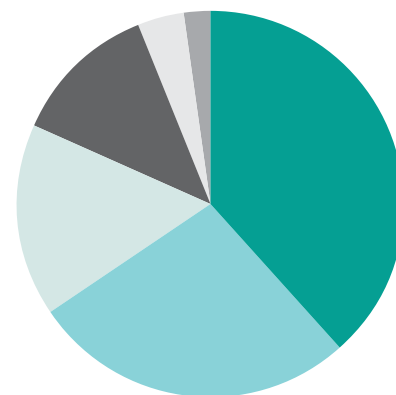
Reports Received



4 Reports carried over from 2017
50 Reports carried over from 2018
99 Reports Received in 2019

Source of Reports 2019

Employer
Public
Co-worker
Registrar
Unknown
Other



Nature of Report 2019

5

Professional Incapacity

57

Professional Misconduct

36

Incompetence

The nature of the report is collected in each investigation undertaken and may include more than one allegation of professional incompetence and/or misconduct.

Notification Timelines

Complaints and Investigations provides written notification of a written report to the writer and member within 30 days of receipt. In 87 percent of the cases initiated in 2019, written notification was completed within the expected timeframe. Written notification was completed outside the expected timeframe in 13 percent of cases initiated in 2019.

29%

Decisions rendered within 4 months

10%

Decisions rendered within 5 months

61%

Decisions rendered within 6 months or more

Outcomes of Investigations Carried Over from 2018



Investigation Outcomes 2019



Top 3 Allegations

Professional Incompetence

1. Lack of appropriate assessment
2. Inappropriate documentation practices
3. Inappropriate medication practices

Professional Misconduct

1. Inappropriate interpersonal relationships
2. Not following hospital policies/protocol
3. Practicing outside of scope

Investigation Participant Feedback

The SRNA Investigations Committee distributes a voluntary anonymous participant survey to the person submitting a written report regarding professional incompetence and/or misconduct of a member and to the member who was the subject of the investigation. The surveys are identical in content and are sent out at the conclusion of an investigation.

Participation

118

Surveys distributed to participants
between January 1 - December 31, 2019

13.5%

Response rate
for all participants

Results

94%

felt the process was
fair and unbiased

31%

felt the process was
timely

88%

felt the process was
transparent

88%

felt the process was
effective

94%

felt the process was
confidential

Committee Members

Noelle Rohatinsky, RN, Chair, Saskatoon

Yvonne Wozniak, RN, Moose Jaw

Janice Taschuk-Leibel, Public Representative, Pilot Butte

Brenda Andreas, Public Representative,
Maple Creek (as of May 2019)

Sandra Weseen, RN, Melfort (to August 2019)

Laureen Larson, RN, Regina (as of November 2019)

SRNA Staff Support

Jayne Naylen Horbach (to October 2019)

Amanda Haas (to March 2019)

Yvonne Harris (March 2019 to September 2019)

Susan Bazylewski (as of April 2019)

Jeanine Brown (to May 2019)

Carole Reece (to May 2019)

Denise Nakonechny (as of May 2019)

Erica Pederson (as of June 2019)

Marilyn Morrison (to September 2019)

Deborah Pearson (as of May 2019)

Discipline Committee Decisions

In 2019, the SRNA Discipline Committee convened for four discipline hearings:

Registered Nurse Member

A publication ban was put in place on this hearing, therefore the member name and RN number are unable to be published. Member was charged with professional misconduct contrary to subsections 26(1) and (2) and Section 30 of *The Registered Nurses Act, 1988*; the Code of Ethics 2008 and the *Standards and Foundation Competencies for the Practice of Registered Nurses, 2013*. The Decision was rendered October 7, 2019.

Aaron J Bloch RN #0043227

Member was charged with two counts of professional misconduct contrary to Section 26(1) and Section 26(2)(1), (n), and (q) of *The Registered Nurses Act, 1988*; the *Code of Ethics 2008* and the *Standards and Foundation Competencies for the Practice of Registered Nurses, 2013*. The Decision was rendered August 30, 2019.

T Kelene Neitzel RN #0024189

Member was charged with two counts of professional misconduct contrary to Subsection 24(1) and Subsection 26(2)(1) (m) and (q) *The Registered Nurses Act, 1988*; *SRNA Bylaws, 2017*; the *Code of Ethics* and the *Standards and Foundation Competencies for the Practice of Registered Nurses, 2013*. The Decision was rendered September 6, 2019.

Jessica A Wagner RN #0045495

Member was charged with three counts of professional misconduct contrary to Sections 19 and 26 of *The Registered Nurses Act, 1988*, the *SRNA Bylaws, 2017*, the *Code of Ethics, 2017* and the *Standards and Foundation Competencies for the Practice of Registered Nurses, 2013*. The Decision is pending.

Carolyn M Strom RN #0037024

An appeal of the decision of the Honourable Mr. Justice Currie was heard September 17, 2019. The decision was reserved.

Discipline Committee Resource Pool Members

Janna Balkwill, RN, Regina
Ruth Black, RN, Vanscoy
Joanne Blazieko, RN, Moose Jaw
Christopher Etcheverry, RN, Battleford
Michelle Jesse, RN, Regina
Daniel Kishchuk, Public Representative, Saskatoon (to September 2019)
Lynda Kushnir Perkul, RN, Regina
Patricia LeBlanc, RN, Richardson
Russ Marchuk, Public Representative, Regina
David Miller, Public Representative, Regina
Beth Ann Duke, RN, Fort Qu'Appelle (to May 2019)
Moni Snell, NP, Regina
Elaine Stewart, RN, Pilot Butte
Stella Swertz, RN, Weyburn
Leonard Wegner, RN, Maidstone
Leslie-Ann Smith, RN(AAP), Battleford (as of June 2019)

SRNA Staff Support

Jayne Naylen Horbach, RN (to September 2019)
Cindy Smith, RN (as of October 2019)
Karen Rhodes

The Discipline Committee also participated in an education day that included the following topics:

- Errors in fact-finding
- Errors in legal interpretation
- Errors in analysis
- Hearing process
- Discipline order/sanctions

Continuing Competence Audit

The SRNA's Continuing Competence Program (CCP) is a mandatory, ongoing education program that ensures all RNs and NPs are continually enhancing their practice through self-directed learning. Every RN and NP must complete the CCP annually as part of the requirements to hold a license to practice registered nursing in Saskatchewan.

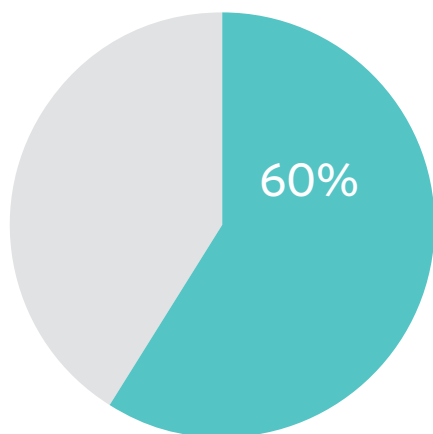
As part of the SRNA's mandate and accountability to the people of Saskatchewan and the nursing profession, the SRNA conducts an annual audit of member participation in the CCP. A random sample of practicing RNs and NPs are selected annually to participate in the CCP audit.

Continuing Competence Program Audit

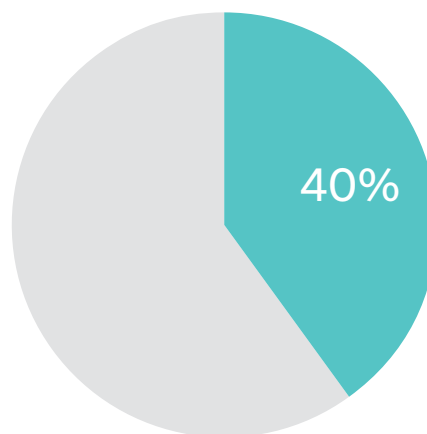
For the 2018 CCP audit, members were required to submit their learning plan for 2018, which is one component of the CCP requirements.

The 2018 CCP audit was held at the SRNA office on June 25 and 26, 2019. All information was blinded for the audit to ensure member confidentiality was maintained. Auditors on the CCP panel included NPs, RNs and RN(AAP)s. In total, 327 members were audited.

Results



Members that met the CCP audit requirements



Members required further coaching/mentoring

Four Required Components of the Continuing Competence Program

1. personal assessment | 2. learning plan | 3. written feedback | 4. evaluation

Our Association, Our Membership

As a profession-led organization, SRNA members are the foundation of the Association as we work in collaboration to deliver on our mandate to protect the public and deliver safe patient care. Just as our profession has continued to evolve and innovate in advancing health care for the people of Saskatchewan over the decades, so do SRNA members. Understanding the makeup of the membership is essential in providing the educational resources and opportunities to advance our professional practice. Within the spirit of collaboration and innovation, the SRNA encourages leadership and member engagement to influence policy and support quality practice environments.

Membership Total & Method of Registration

	2015	2016	2017	2018	2019
Registered by Examination	496	513	638	552	610
Registered by Endorsement	190	257	119	123	118
Renewal/ Re-registration	10,599	10,721	10,942	11,125	11,230
Total Practicing	11,285	11,491	11,699	11,800	11,958
Graduate Nurses	562	538	464	327	330
Non-Practicing	230	226	253	260	242
Retired	229	283	360	425	559
Life & Honorary	54	50	42	41	37
Total Membership	12,358	12,588	12,588	12,853	13,126

RN(AAP) Membership

	2015	2016	2017*	2018	2019
Total Membership	N/A	N/A	94	111	115

* 2017 was the first year for Licensing the RN with Additional Authorized Practice [RN(AAP)]

NPs by Specialty

	2015	2016	2017*	2018	2019
Primary Care	202	215	217	251	258
Pediatric	2	4	4	5	5
Neonatal	7	7	8	8	7
Adult	2	1	1	2	2
Adult Women's Health	1	1	1	1	1
Total	214	228	231	267	273

* Two Primary Care NPs also have Adult Specialty

Trends in Migration

	2015	2016	2017	2018	2019
In-migration	361	246	147	157	117
Out-migration**	399	432	310	507	455

A total of 117 in-coming applicants with the most coming from: Alberta (29); Ontario (41); Manitoba (11); British Columbia (8) and Quebec (5).

A total of 455 verifications were sent to other provinces or out of the country, with the most sent to: Alberta (111); British Columbia (64); Ontario (54); and Manitoba (27).

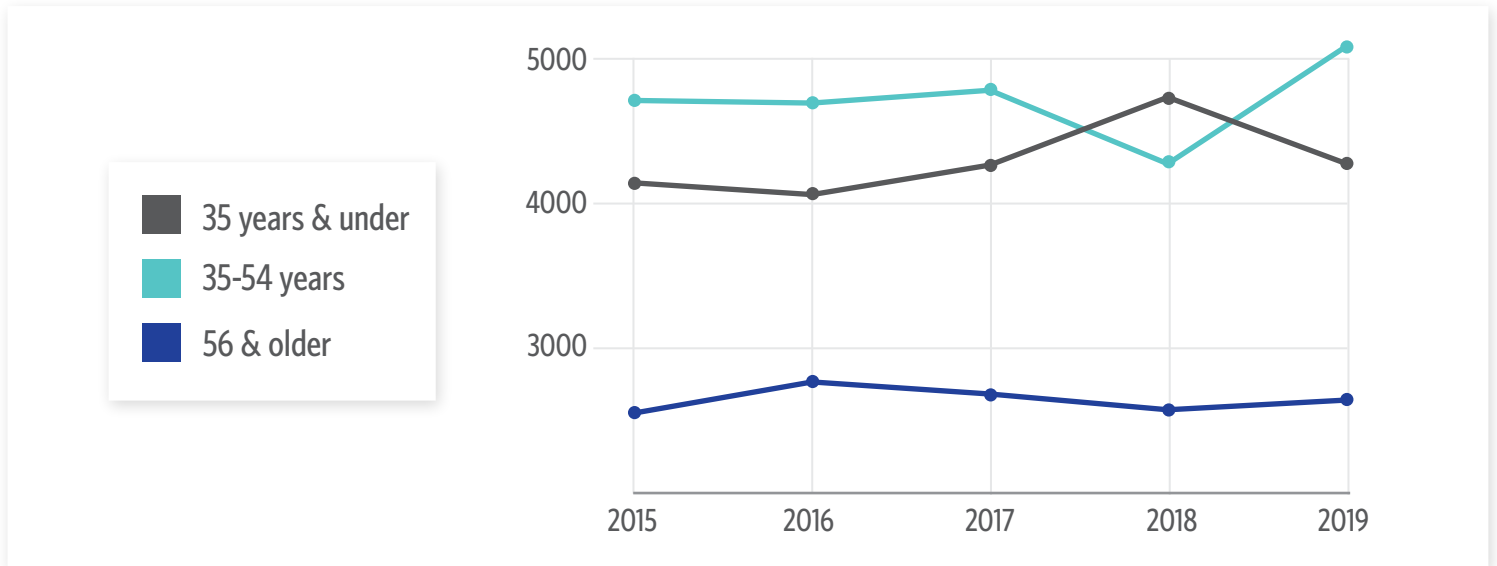
** Members requesting a verification be sent to other regulator bodies for verification of registration status. The request for a verification does not necessarily mean that a nurse has left the province; it may be requested for reasons other than mobility.

Internationally Educated Nurse (IEN) Applicants

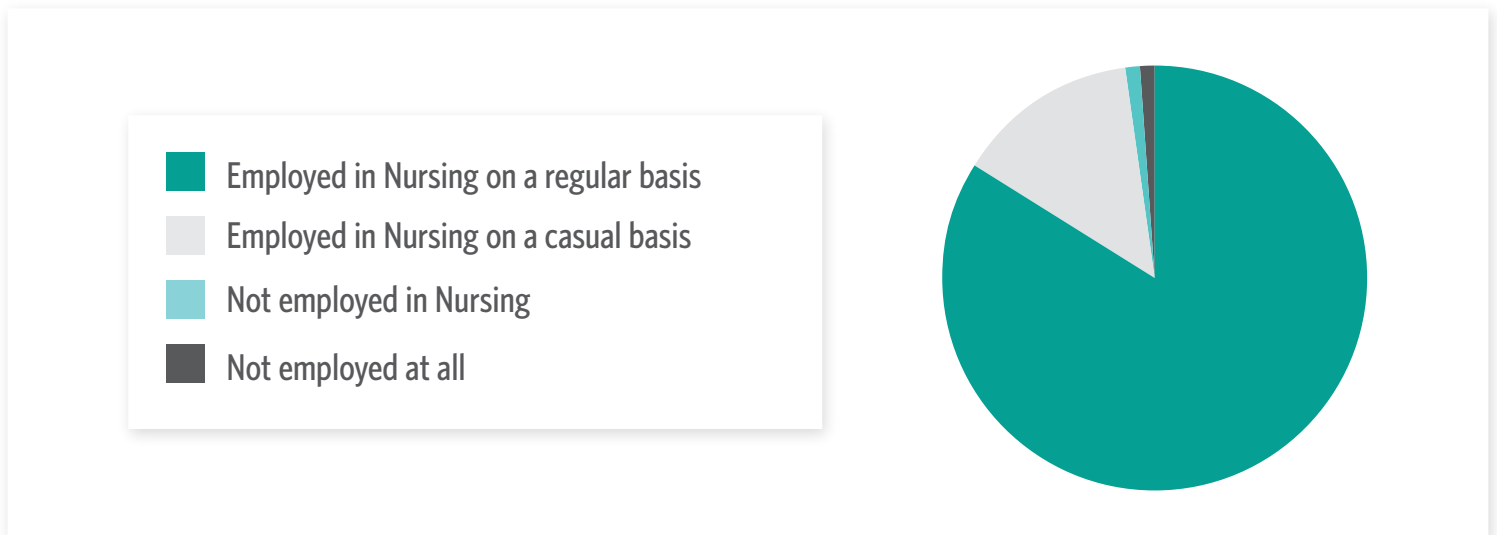
29 New IEN Applicants	25 *Offered NCLEX-RN eligibility
13 *Referral: Substantially Equivalent Competency (SEC) Assessment	22 *Passed NCLEX-RN
31 *Referral: Orientation to Nursing in Canada for Internationally Educated Nurses (ONCIEN)	12 *Offered Initial RN Licensure (previously passed NCLEX-RN)

*numbers reported may reflect applicants from previous years. The progression from application to National Nursing Assessment Service (NNAS) to licensure is dependent upon a number of variables.

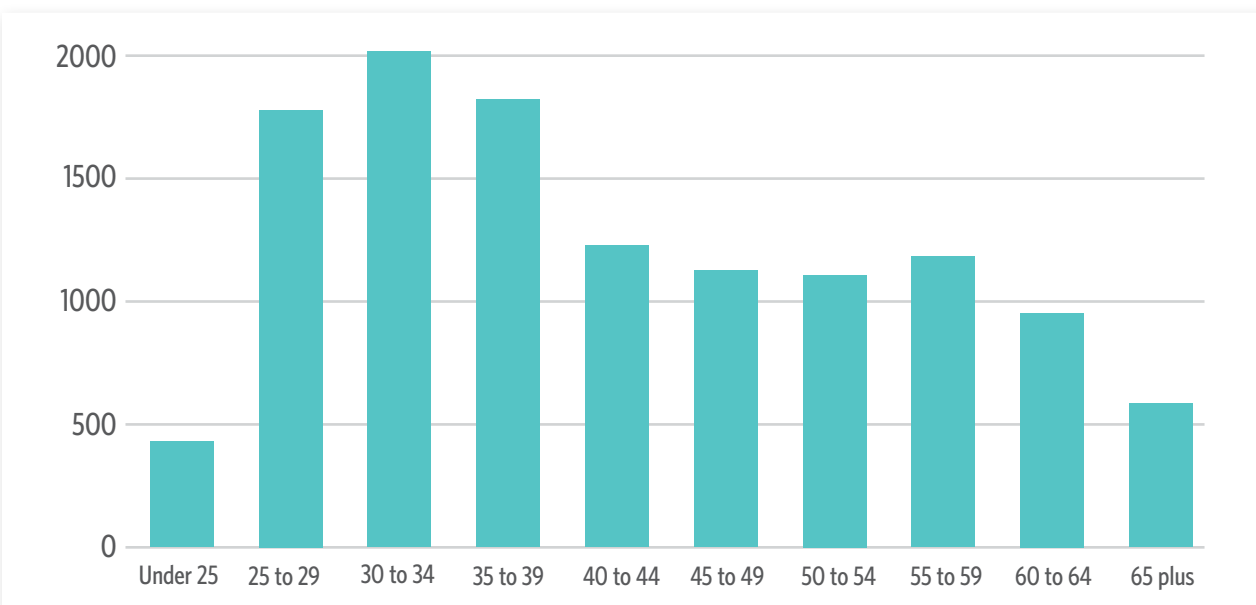
Trends in the Age of RNs & NPs



Employed in Nursing



Age Groups for Practicing RN & NPs



In 2019 RNs/ NPs in the 30 to 34 and 35 to 39 age ranges represented the largest demographic age groups. Source: SRNA 2019 Membership Year data

Committees

Each year, members of the public and SRNA members—RNs, NPs and RN(AAP)s—contribute time and expertise to more than a dozen committees that provide oversight to the SRNA’s work, helping advance the profession and delivering on our mandate. The SRNA greatly appreciates the commitment, contribution, collaboration and leadership of everyone involved.

Legislation & Bylaws Committee

The purpose of the Legislation and Bylaws Committee is to discuss and develop options for Council regarding potential changes to *The Registered Nurses Act, 1988* or bylaws, and, when directed by Council, draft, review and recommend revisions.

The Committee met four times in 2019 to review and recommend the SRNA bylaw amendments that went to Council and the membership. SRNA received government approval for the 2019 regulatory bylaw amendments that were forwarded to government.

The Committee continued to monitor provincial and national legislative trends related to the regulations of the nursing profession.

Committee Members

Warren Koch, RN, Chairperson, La Ronge (to May 2019)
Betty Metzler, RN, Chairperson, Yorkton (as of May 2019)
Eunice Abudu-Adam, RN, Regina
Janice Giroux, RN, Weyburn
Karen Ullyott, RN, Prince Albert (to May 2019)
Ann-Marie Urban, RN, Regina (as of June 2019)
James Struthers, Public Representative, Regina

SRNA Staff Support

Jayne Naylen Horbach, RN (to October 2019)
Cindy Smith, RN (as of August 2019)
Donna Marin, RN
Julie Szabo

Registration & Membership Committee

Activities of the Registration & Membership Committee in 2019 included:

- Selection of RN and NP CCP auditors
- Reviewed the results of the CCP audit
- Reviewed and made recommendations for licensure to the Registrar regarding good character, recognition of practice, licensure agreements and exam policies
- Recruited two new Committee members beginning in 2020 – one RN and one Public Representative

Committee Members

Jennifer Guzak, RN, Saskatoon
Lorna Weisbrod, RN, Lumsden (to June 2019)
Cyril Kesten, Public Representative, Regina (to June 2019)
Patricia Harlton, Public Representative, Regina
Joyce Bruce, NP, White City
S Lynn Jansen, RN, Regina

SRNA Staff Support

Jayne Naylen Horbach, RN (to October 2019)
Erica Pederson, RN
Karen Rhodes (to May 2019)
Deborah Pearson (as of June 2019)

Nominations Committee

The Nominations Committee recruits potential RN, RN(AAP) and NP members for the SRNA annual election. The Committee met five times from October 2018 to January 2019 to discuss strategies for recruiting members to let their name stand for election. Forms and information for the 2019 SRNA Council Election were available on the SRNA website in October 2018. In December 2018 and January 2019, the Nominations Committee made more than 200 phone calls to Workplace Representatives and to members who expressed interest through their member profile. A list of identified RN leaders was compiled, and the Chair of the Nominations Committee contacted each of them to determine if there was an interest to put their name forward. The Executive Director sent an email to RN leaders in the province to personally invite them to submit or work with colleagues to submit nominations by the deadline.

In November 2018, the President hosted a 40-minute recorded webinar on Council 101. The Chair of the Nominations Committee also hosted a 15-minute webinar in December 2018 titled “Nominating a Colleague for SRNA Council”. To conclude the strategic communications plan to all members, including social media and video, an email promoting the nominations was sent to all SRNA members in early January. The Committee successfully recruited members for two Member-at-Large positions and one for the Nominations Committee.

The SRNA used an online e-voting system with AssociationVoting. The independent third-party technology audit ensures compliance with best practices for the security of network assets and their multi-layer perimeter protects the voting application, data and results.

Committee Members

Andy Anderson, Public Representative, Regina
Caroline Bykowsky, RN, Saskatoon (as of May 2019)
Lorrie Harrison, RN, Regina (to May 2019)
Joanne Petersen, RN, Chair, Moose Jaw (as of May 2019)
Melissa Sawicki, RN, Prince Albert
Linda Wasko-Lacey, RN, Chair, Rosetown (to May 2019)

SRNA Staff Support

Tonya Blakley
Joanne Hahn

Professional Practice Groups

Aboriginal Nursing Professional Practice Group
Administrative Nurses Professional Practice Group (to October 2019)
Clinical Nurse Specialists Professional Practice Group
Mental Health Professional Practice Group
New Nurses of Saskatchewan Professional Practice Group
Pain Management Professional Practice Group
Parish Nursing Professional Practice Group
PeriAnesthesia Nurses Group of Saskatchewan
Retired Nurses Professional Practice Group
Saskatchewan Chapter for Canadian Association of Critical Care Nurses
Saskatchewan HIV/AIDS/HCV Nursing Education Organization
Saskatchewan Nursing Informatics Association
Saskatchewan Occupational Health Nurses' Professional Practice Group (to April 2019)
Saskatchewan periOperative Registered Nurses' Group
Saskatchewan Skin and Wound Interest Group

The Interprofessional Advisory Group (IPAG)

Most of the CDTs for RN(AAP)s required updating by December 2019. Once revised by the contractor, the Interprofessional Advisory Group (IPAG) used a remote electronic process to review, further revise and approve all CDTs. The CDTs were adopted at the November SRNA Council meeting and came into effect December 1, 2019, replacing the previous CDTs. Because of the effective work of IPAG, the completion of all CDT updates was ahead of schedule by approximately eight months.

Committee Members

Randeelyn Koshman, NP, Southend
Doria Melville, NP, Saskatoon (as of March 2019)
Crystal Rainbird, RN(AAP), Langdon (as of July 2019)
Judy Rhode, RN(AAP), Saskatoon (as of July 2019)
Greg Lawrence, Public Representative, Regina (as of May 2019)
Karen Jensen, Pharmacist, Saskatoon
Johann Malan, Physician, Saskatoon
David Oppen, Physician, Brantford
John-Michael Stevens, Physician, Warman (as of August 2019)

SRNA Staff Support

Barbara MacDonald, RN
Anita Nivala

NP Advisory Working Group

In the first half of 2019, the Committee supported the development of SRNA Council Policy 3.17 RN(NP) Prescribing Drug Therapeutics for Opioid Use Disorder, Council Policy 3.18 RN(NP) Prescribing Methadone for Pain Management, and the Nurse Practitioner Controlled Drugs and Substances Prescribing Guideline.

The terms of reference for the Committee were also revised, making space for a second public representative.

Committee Members

Mary Ellen Labrecque, NP, Chair, Saskatoon (to March 2019)
Shelly Cal, NP, Hudson Bay (to March 2019)
William Cannon, NP, Yorkton
Leah Currie, Public Representative, Saskatoon
Moni Snell, NP, Regina (to March 2019)
Laveena Tratch, RN, Regina (to March 2019)
Francoise Verville, NP, Regina

SRNA Staff Support

Donna Cooke, RN (to October 2019)
Jolene Issel, NP (from October 2019)

Nursing Education Program Approval Committee (NEPAC)

As part of its mandate, SRNA is responsible for the approval of RN and NP education programs and RN(AAP) courses. The Nursing Education Program Approval Committee (NEPAC) is integral to this process. As of June 13, 2019, NEPAC became a Council Committee and was delegated program approval decision making power from Council. This allows Council to hear appeals to decisions made by NEPAC.

In 2019, the NEPAC held four meetings. Key activities of NEPAC included:

- Committee policy was created, and terms of reference were updated at the time the Council Committee was established;
- Program approval processes underwent a full evaluation and revision; and,
- Orientation to the new program approval process for all NEPAC members, SRNA staff and the University of Saskatchewan Faculty of Nursing Dean and NP program representatives occurred October 29-30, 2019.

Committee Members

Laura Wood, RN, Chair, Alameda (to June 2019)
Dan Pooler, Public Representative, Chair, Regina (as of March 2019, appointed Chair September 2019)
Kelly Johnson, RN, Saskatoon

Linda McPhee, RN, Regina
Wendy Wilson, RN, Leader
Ivy Poulin, NP, Spiritwood
Mary Martin Smith, RN, Government Representative, Regina
Lana Dean, Pharmacist, Representative from Another Health Profession, Regina (as of March 2019)
Michelle Sorenson, Public Representative, Strassbourg

SRNA Staff Support

Jolene Issel, NP
Yvonne Harris, RN (as of October 2019)
Faith Antiporta

Investigation Committee

Activities of the Investigation Committee in 2019 included:

- Review of the PSA report and recommendations, and implementation of new processes to align with recommendations;
- Review of policies and procedures (external consultant hired); and,
- Two committee members and three SRNA staff members attended the Saskatchewan Self-Regulated Professions Working Group Investigation and Discipline Forum hosted by the Association of Professional Engineers and Geoscientists of Saskatchewan.

Review of the Investigation Committee's Education Day:

- Simon Wicklund, Legal Counsel for the PSA, reviewed the Complaints and Investigation Process Mapping Guide. Through this process, Wicklund provided:
 - The PSA's consultation on key responsibilities; and,
 - A training session with a case study that focused on rationale and reasons for decisions, and the difference between health and conduct cases, including fitness to practice.
- Roger Lepage, SRNA Legal Counsel, presented on the definitions of professional misconduct and professional incompetence, according *The Registered Nurses Act, 1988*.

Committee Members

Noelle Rohatinsky, RN, Chair, Saskatoon
Yvonne Wozniak, RN, Moose Jaw
Janice Taschuk-Leibel, Public Representative, Pilot Butte
Brenda Andreas, Public Representative, Maple Creek (as of May 2019)
Sandra Weseen, RN, Melfort (to August 2019)
Laureen Larson, RN, Regina (as of November 2019)

SRNA Staff Support

Jayne Naylen Horbach (to October 2019)
Amanda Haas (to March 2019)
Yvonne Harris (March 2019 to September 2019)
Susan Bazylewski (as of April 2019)
Jeanine Brown (to May 2019)

Carole Reece (to May 2019)
Denise Nakonechny (as of May 2019)
Erica Pederson (as of June 2019)
Marilyn Morrison (to September 2019)
Deborah Pearson (as of May 2019)

Awards Committee

The Awards Committee met three times in March, June and October. This Committee receives and reviews all nominations based on the criteria established for each award and makes selections of recipients for the SRNA Awards of Excellence, Ruth Hicks Award for Student Leadership, Life Membership, Honourary Membership and the SRNA Memorial Book. The Award for Excellence in Truth and Reconciliation was presented for the first time at the 2019 Awards of Excellence banquet.

Committee Members

Shauna Bright, RN, Chair, Regina
Sharon Ahenakew, RN, Prince Albert
Jan Devitt, Public Representative, Regina
Celine Stolz, RN, Wawota
Marlene Strenger, RN, Saskatoon (to August 2019)

SRNA Staff Support

Tonya Blakley
Joanne Hahn

Awards Recognition

On May 1 2019, the outstanding achievements of RNs, NPs and nursing students were acknowledged at the SRNA banquet and awards celebration in Saskatoon.

SRNA Annual Awards of Excellence

Effie Feeny Award for Excellence in Nursing Research: **Dr. Tracie Risling, RN PhD**
Elizabeth Van Valkenburg Award for Excellence in Nursing Education: **Patti Manson, RN**
Granger Campbell Award for Excellence in Direct Care: **Danielle Stevenson, RN**
Jean Browne Award for Excellence in Nursing Practice Leadership: **Moni Snell, NP**
Award for Excellence in Truth and Reconciliation: **Dr. Deanna Bickford, RN PhD**
Ruth Hicks Award for Student Leadership: **Jayden Meville**

Membership Advisory Committee

This committee provides strategies for student and member engagement in SRNA activities. In addition, the Committee recommends member and public representation to SRNA internal and external committees. During the year, the Committee corresponded by email to make 23 member appointments or re-appointments to internal and external committees and made recommendations to Council for appointments to Statutory and Council committees. The SRNA Leadership Team approved two appointments and one re-appointment to the Membership Advisory Committee. Additionally, the Executive Director approved an appointment to an external committee.

Committee Members

Lori Boen, RN, Neuanlage (as of December 2019)
Janine Brown, RN, Chair, Saskatoon
Liz Domm, RN, Regina (as of June 2019)
Karen Gibbons, Public Representative, Regina
Sara Greeley, NP, Prince Albert (to November 2019)
Sarabjeet Singh, RN, Saskatoon

SRNA Staff Support

Tonya Blakley
Joanne Hahn

Audit and Finance Committee

The purpose of the Audit and Finance Committee is to assist Council in fulfilling its oversight responsibilities related to the financial affairs of the organization.

The Committee met four times in 2019 to review and monitor the integrity and accuracy of financial reporting; systems of financial control; audit functions; and, budget process.

Committee Members

Doug Finnie, Chair, Public Representative, Saskatoon
Warren Koch, RN, La Ronge
Betty Metzler, RN, Yorkton
Francoise (Frankie) Verville, NP, Regina
James (Jamie) Struthers, Public Representative, Regina

SRNA Staff Support

Cindy Smith, RN
Randle Green, Chief Financial Officer
Julie Szabo

External Committee Representatives

Cheryl Besse, RN, Saskatoon, Board of Directors of the Saskatchewan Prevention Institute
Barbara Beurivage NP, Regina, Canadian Nurse Practitioner Exam Committee
David Kline, RN, Drake, Canadian Nurses Protective Society Board of Directors
Fay Michayluk, RN, Wakaw, Northern Nurses Education Committee
Sarah Nixon-Jackle, RN, Saskatoon, Saskatchewan Coalition for Tobacco Reduction
Greg Riehl, RN, Regina, EHR/Saskatchewan Laboratory Results Repository
Donna Brunskill, RN (retired), Indian Head, University of Regina Senate (as of June 2019)
Marlene Smadu, RN, Regina, University of Regina Senate (to June 2019)
Colleen Toye, RN, Prince Albert, University of Saskatchewan Senate (to June 2019)

Member Links

Committee for Member Groups

SRNA Professional Practice Groups promote professional growth, provide professional development in nursing practice and promote networking and support within the community of RNs.

Highlights of group activities include:

- Parish Nurses Professional Practice Group participated in a course with a focus on psychological first aid for first line responders.
- Saskatchewan periOperative RN Professional Practice Group nurses were financially supported through the Saskatchewan periOperative Registered Nurses' Group (SORNG) to write the national certification exam.
- Collaboration between the Skin and Wound Interest Group and the Ministry of Health on the Lower Extremity Wound Pathway (LEWP) documents.
- Education events were hosted by:
 - Mental Health Professional Practice Group;
 - Pain Management Professional Practice Group;
 - Parish Nursing Professional Practice Group;
 - PeriAnesthesia Nurses Group of Saskatchewan;
 - Saskatchewan Chapter for Canadian Association of Critical Care Nurses;
 - Saskatchewan HIV/AIDS/HCV Nursing Education Organization;
 - Saskatchewan Nursing Informatics Association;
 - Saskatchewan periOperative Registered Nurses' Group; and
 - Saskatchewan Skin and Wound Interest Group

Workplace Representatives

Workplace Representatives are champions for good registered nursing care in their workplace. They are contact persons for the SRNA and the membership regarding SRNA resources and services. In 2019, there were 186 Workplace Representatives representing every health region in Saskatchewan. We thank them all for their dedication and service to the work of the SRNA.

Workplace Educators

Workplace Educators are SRNA members who have been educated to provide presentations developed by SRNA Nursing Practice Advisors. At the end of 2019, there were 16 Workplace Educators who provided presentations on the topics of Code of Ethics, Continuing Competence, Documentation, Medication Administration and Social Media.

Fiscal Responsibility

One of the strategic objectives in the SRNA 2018-2020 Strategic Plan is to enhance operational practices to effectively and responsibly manage human and financial resources. The SRNA makes it a priority to provide the highest quality of service at the lowest possible cost to members in order to fulfill our mandate of ensuring safe, ethical and competent registered nursing care in the public's interest.

In 2019, the SRNA increased overall expenses by 13 percent while finishing the year with a small surplus, as required through direction from the SRNA Council. The primary percentage of member fees is spent on operations to fulfill the requirements of the regulatory body. Additional costs include membership fees for CNA (9.5 percent), CNPS (8.2 percent) and CCRNR (0.4 percent).

The increase in spending over 2018 was primarily a result of increased affiliation fees, increased legal costs, salaries and benefits related to turnover and filling positions, and one-time costs associated with implementing the new Open Regulate membership portal.



INDEPENDENT AUDITORS' REPORT ON THE SUMMARY FINANCIAL STATEMENTS

To the Members Saskatchewan Registered Nurses Association

Opinion

The summary financial statements, which comprise the summary statement of financial position as at December 31, 2019, the summary statement of operations for the year then ended, and related notes, are derived from the audited financial statements of Saskatchewan Registered Nurses Association for the year ended December 31, 2019.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, which were prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated March 16, 2020.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements based on the audited financial statements prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.

March 16, 2020
Regina, Saskatchewan

VIRTUS GROUP LLP
Chartered Professional Accountants

SASKATCHEWAN REGISTERED NURSES ASSOCIATION
SUMMARY STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2019
(with comparative figures for 2018)

	<u>2019</u>	<u>2018</u>
Assets		
Cash	\$ 162,681	\$ 132,856
Investments	7,615,859	7,692,096
Accounts receivable and prepaid expenses	320,632	273,254
Tangible capital assets	1,429,779	1,528,125
Intangible asset	306,168	208,754
	<u>\$ 9,835,119</u>	<u>\$ 9,835,085</u>
Liabilities		
Accounts payable and accrued liabilities	\$ 555,494	\$ 739,134
Deferred revenue and fees collected in advance	5,849,217	5,679,119
Long-term debt	353,134	415,694
	<u>6,757,845</u>	<u>6,833,947</u>
Net Assets		
Invested in tangible capital & intangible assets	1,382,813	1,321,185
Unrestricted surplus	1,694,461	1,679,953
	<u>3,077,274</u>	<u>3,001,138</u>
	<u>\$ 9,835,119</u>	<u>\$ 9,835,085</u>

A full set of the audited financial statements is available from the Association.

Approved on behalf of Council:



Council Member



Council Member

SASKATCHEWAN REGISTERED NURSES ASSOCIATION
SUMMARY STATEMENT OF OPERATIONS
FOR THE YEAR ENDED DECEMBER 31, 2019
(with comparative figures for the year ended December 31, 2018)

	<u>2019</u>	<u>2018</u>
Revenue		
Memberships	\$ 6,543,285	\$ 6,220,880
Interest	118,756	63,915
Other revenue	330,760	349,361
	<u>6,992,801</u>	<u>6,634,156</u>
Expenses		
Affiliation fees	1,316,492	1,110,504
Amortization	254,489	232,254
Communications	103,123	50,972
Contracts and consulting	858,989	819,660
Grants, sponsorships, and awards	35,030	40,337
Insurance and property tax	33,525	33,623
Interest and bank charges	68,472	59,187
Miscellaneous	50,667	36,501
Professional development and meetings	473,845	382,082
Rent and lease	26,835	20,699
Repairs and maintenance	62,102	59,142
Supplies, equipment and software	383,063	321,003
Utilities	64,763	65,608
Wages and benefits	3,185,270	3,080,240
	<u>6,916,665</u>	<u>6,311,812</u>
Excess of revenue over expenses	<u>\$ 76,136</u>	<u>\$ 322,344</u>

A full set of the audited financial statements is available from the Association.

SRNA Staff 2019

Executive Office

Cindy Smith, RN, Executive Director (as of January 2019)

Cheryl Weselak, PCP, Human Resources Generalist

Julie Szabo, Executive Assistant, Governance

Victoria Kos, General Accounting Specialist

Susan Greenman, Senior Assistant, Facilities, Accounting & Administration (on leave September 2019)

Communications & Public Relations

Tonya Blakley, Director, Communications & Public Relations

Anthony Giruzzi, Information Technology Specialist

Adam Lark, Technology & Design Specialist

Emery Wolfe, Technology & Multimedia Specialist (to November 2019)

Brad Yarotsky, Term, Technology & Multimedia Specialist (as of November 2019)

Talitha Smadu McCloskey, Communications Specialist

Tracy Gartner, Term, Senior Assistant, Communications & Public Relations

Regulatory Services

Jayne Naylen Horbach, RN, Registrar & Director, Regulatory Services (to October 2019)

Jeanine Brown, RN, Nursing Advisor, Regulatory Services (to April 2019)

Erica Pederson, RN, Nursing Advisor, Regulatory Services (to September 2019)

Erica Pederson, RN, Interim Deputy Registrar (as of October 2019)

Donna Cooke, RN, Nursing Advisor, Regulatory (as of July 2019)

Carole Reece, RN, Nursing Advisor, Complaints & Investigations (to June 2019)

Yvonne Harris, RN, Nursing Advisor, Complaints & Investigations (to September 2019)

Amanda Haas, RN, Nursing Advisor, Complaints & Investigations (to February 2019)

Susan Bazylewski, RN, Casual, Nursing Advisor, Complaints & Investigations (as of April 2019)

Cathy Jeffery, RN, Casual, Nursing Advisor, Complaints & Investigations (July to December 2019)

Denise Nakonechny, RN, Nursing Advisor, Complaints & Investigations (as of May 2019)

Sherry Joa, RN, Nursing Advisor, Regulatory Services (as of October 2019)

Leah White, RN, Nursing Advisor, Regulatory Services (as of December 2019)

Sarah Kostiuk, RN, Nursing Advisor, Regulatory Services (June to August 2019)

Melanie Hladun, Senior Assistant, Complaints & Investigations (as of October 2019)

Marilyn Morrison, Regulatory Assistant, Complaints & Investigations (to September 2019)

Deb Mainland, Senior Assistant, Regulatory Services (to May 2019)

Deborah Pearson, Senior Assistant, Regulatory Services (as of April 2019)

Karen Rhodes, Administrative Assistant, Regulatory Services

Dawn Aschenbrener, Administrative Assistant, Regulatory Services

Nikita Schmidt, Administrative Assistant, Regulatory Services

Lorna Braun, Administrative Assistant, Regulatory Services (to April 2019)

Corrine Herne, Administrative Assistant, Regulatory Services (as of May 2019)

Nikita Schmidt, Senior Assistant, Regulatory Services

Nursing Practice

Terri Belcourt, RN, Interim Director, Nursing Practice (to April 2019)

Terri Belcourt, RN, Director, Nursing Practice (as of April 2019)

Donna Marin, RN, Nursing Advisor, Practice

Jolene Issel, RN, Nursing Advisor, Practice

Donna Cooke, RN, Nursing Advisor, Practice (to June 2019)

Barbara MacDonald, RN, Manager, RNs Leading Change/Practice Advisor (to June 2019)

Barbara MacDonald, RN, Nursing Advisor, Practice (as of July 2019)

Carole Reece, RN, Nursing Advisor, Practice (as of July 2019)

Yvonne Harris, RN, Nursing Advisor, Practice (as of October 2019)

Lesley Stronach, Senior Assistant, Nursing Practice (on leave)

Joanne Hahn, Term, Senior Assistant, Nursing Practice (as of January 2019)

Anita Nivala, Senior Assistant, Nursing Practice

Faith Antiporta, Senior Assistant, Nursing Practice

Annual General Meeting May 2, 2020

Agenda

President's Report	1:10
Executive Director's Report & Financial Report	1:30
Presentation & Voting on Bylaws	2:00
Nominations Committee Election	2:30
Election Results	2:45

