

SASKATCHEWAN
REGISTERED NURSES
ASSOCIATION

**ANNUAL
REPORT
2020**



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Messages from National Nursing Leaders



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

2020 was a remarkable year, and the Canadian Council of Registered Nurse Regulators (CCRNR) extends its appreciation to the Saskatchewan Registered Nurses Association (SRNA) for being a continued active member of CCRNR. CCRNR continues to promote excellence in professional nursing regulation and serves as the national forum for RN regulatory matters across Canada.

CCRNR recognizes the significant journey that the SRNA has embarked upon to transition to a single mandate organization with a focus on providing regulatory excellence in the public interest. CCRNR members, who have gone through similar processes, applaud SRNA's courage and commitment to this evolution.

We recognize and value, SRNA's Executive Director, Cindy Smith and her team for their many contributions to CCRNR, and we stand committed to supporting SRNA's important work of regulating registered nurses in the public interest, in the years to come.



Tim Guest, RN, BScN, MBA
President, Canadian
Nurses Association

On behalf of the Canadian Nurses Association (CNA), it is an honour to be involved with such a dynamic and committed organization. In 2020, the COVID-19 pandemic caused upheaval to every corner of our lives. Despite this turmoil, SRNA still carried out excellent work. As you review the annual report, I hope you feel proud of the many accomplishments.

As a national professional association, CNA's role is to advance nursing excellence and positive health outcomes in the public interest. We do this by strengthening collaborative practice among regulated nurses. Being an inclusive, unified nursing body strengthens our advocacy voice, our leadership and our collective action!

For SRNA's involvement and expertise in shaping nursing policies and programs, I wish to thank you. On behalf of CNA, I wish SRNA and its members continued success. I look forward to ongoing dialogue as both SRNA and CNA evolve as organizations.



Annette Kennedy
President
International Council of Nurses

It gives me great pleasure to bring you greetings from the ICN Board of Directors, its staff and our 130-plus member national nursing associations, which represent more than 27 million nurses around the globe.

The world has been through a tumultuous 12 months, and I know that nurses everywhere, including in Saskatchewan, have been working extremely hard in difficult and sometimes dangerous conditions. I want to take this opportunity to congratulate your members for their service. We all fervently hope for the day when the pandemic is over, and our lives can once again return to some semblance of normality.

I hear that you have been making some fundamental changes in your organisation and that you are making great progress, with lots of nurses stepping up to help the process go smoothly. That is no surprise to me - there will always be willing nurses when there is important work to be done.

I would like to wish you all well and hope the people around you realise what extraordinary work you do despite the challenges you face every day. Thank you for your efforts - they really do make the world a better place.

A Message from the SRNA President



Warren Koch, RN
President

2020 was a year of transformation, challenges and resilience. The SRNA Council spent the year taking the necessary first steps toward the transition to a single mandate organization after the Council decision was made in late 2019, adapting to a virtual environment and working with provincial health leaders to provide support to Registered Nurses, Registered Nurses with Additional Authorized Practice and Nurse Practitioners through the COVID-19 pandemic.

During our June Zoom Council meeting, we were joined by Deanna Williams, President of Dundee Consulting Group Ltd, who presented on governance best practices and regulatory lessons she has obtained over the years working in the regulatory realm with various organizations. This was a very beneficial presentation as she reviewed the meaning of “public interest”, professional advocacy and the importance of transparency. All of this information proved to be useful, and will continue to aid us on our journey as a single mandate organization.

In August, Executive Director Cindy Smith presented the strategic plan for the move to a single mandate and the model to achieve our organizational goals with a focus on protecting the public. Council then developed a new Mission and Vision and Strategic Endpoints for 2020-2022, focusing on regulatory excellence and supporting the strategic focus of a single mandate.

Originally, we planned to make the shift to a single mandate in May of 2020 at the Annual SRNA Conference. Unfortunately, with the outbreak of COVID-19, this plan was postponed, along with the conference, until September/October. At that time, I was very fortunate to co-host our final Awards of Excellence, as well as various conference sessions with presenters from across the country, sharing their knowledge and experience with us. The conference, held virtually for the first time in its history, provided the opportunity for open discussion around the various aspects of this transition, where we had multiple members raise their hands to be champions of a grassroots association.

Council invited Max Hendricks, Deputy Minister, and Mary Martin-Smith, Chief Nursing Officer, from the Ministry of Health and Sharon Garratt, Vice President of Integrated Urban Health and Chief Nursing Officer, from the Saskatchewan Health Authority to join us during our November Council meeting. This allowed for dialogue, specifically surrounding the COVID-19 pandemic and the time and effort poured into planning for fluctuations in numbers to keep both health care workers, and the public, safe. It was also during our November meeting that it was announced that the SRNA had addressed 100 percent of the recommendations from the Professional Standards Authority review of our discipline and investigations process that was completed in December of 2019.

This message provides a highlight of the interactions that took place in 2020. We remain committed to having important conversations to ensure we are in the best position to continue through this transition and to meet and listen to key partners from within the nursing profession and within the Saskatchewan health care system. We remain focused on working to advance registered nursing in Saskatchewan and operating in the best interest of the public.

As a Council, and an organization, we look forward to what is to come. We are thankful for the continued dedication and hard work of the health care professionals in our province in serving the public as the battle against COVID-19 continues.

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

A Message from the SRNA Executive Director



Cindy Smith, RN
Executive Director

One cannot speak to the year 2020 without COVID-19 coming to the forefront of your mind. It is with great pride that we've watched as every health care worker has stood up and answered the call to service throughout this ongoing pandemic. We acknowledge the sacrifices that those within the SRNA membership and beyond have made to ensure the safety of the public. Throughout 2020 SRNA worked closely with industry partners to monitor developments related to COVID-19 to provide support to the RNs, NPs and RN(AAP)s in Saskatchewan.

For the SRNA, 2020 began on the heels of an announcement that Council had made a unanimous decision to transition to a single mandate organization. The SRNA's mandate is now to regulate and advance the registered nursing profession in the public's interest and to achieve excellence in nursing regulation. During the SRNA Annual Conference, we were fortunate to have multiple members raise their hands expressing interest in playing a leadership role in the creation of a grassroots association. Shortly following the conference in October, these members started meeting and discussing next steps, with the SRNA and Council providing support when needed. It was at the conference that the SRNA also announced that 2020 would be the final year we would host both the conference, and the Awards of Excellence as we transition to focus solely on regulatory work.

In addition to the transition to a single mandate, the SRNA created various guidelines and resources, including the *RN Specialty Practices (RNSP) Guideline*, the *Guideline for Prescribing Medication*, the *Guideline for RNs Recommending & Administering Nonprescription Drugs*, and revisions were made to documents such as the *Graduate Nurse Practice Guideline* and the *24 Hour RN Coverage in Special-Care Homes*. Throughout the year, the SRNA also addressed all 10 recommendations made by the Professional Standards Authority (PSA) through their review of our investigations and discipline process. I am very proud of the hard work that went into the creation of a strategy and action plan to address and implement the recommendations. Another significant accomplishment was publishing the very first issue of *The Pulse*, a printed and online magazine from the SRNA. This issue took a generational walk through the stories, the people and the impact registered nursing has on the lives of Saskatchewan residents in honor of the International Year of the Nurse and the Midwife. We are excited to provide this magazine as a way to share the journeys of RNs in Saskatchewan.

This report provides the opportunity to publicly share the work of the SRNA. Our Leadership Team and staff, along with our SRNA Council, are proud of the accomplishments of the organization throughout the year, though it didn't come without a few hurdles. We are pleased to share the details of our hard work in 2020.

SRNA Council



Warren Koch, RN
President
Term: 2019-2021



Kathy Chabot, RN
Member-at-Large
Nursing Practice Area: nursing education, nursing administration, policy or research
Term 2020-2023



Françoise (Frankie) Verville, NP
President-Elect
Term 2020-2021



Moni Snell, NP
Member-at-Large
Nursing Practice Area: advanced practice nursing or direct care nursing
Term 2020-2021



Fred Entz, RN
Member-at-Large
Region 1
Term 2020-2021



Joanna Alexander
Public Representative
Term: 2018-2021



Betty Metzler, RN
Member-at-Large
Region 2
Term 2020-2021



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



Marilyn Barlow, RN
Member-at-Large
Term: 2018-2021
Region 4



Leah Thorp, RN
Member-at-Large
Term: 2019-2022
Region 5

Cindy Smith, RN
Executive Director
Non-voting Member

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



COVID-19

The SRNA began 2020 with many plans for in-person events and celebrations, especially in recognition of The Year of the Nurse and the Midwife. As we now know, things did not go as planned. As COVID-19 began affecting the world in March of 2020, the SRNA adapted many of these plans to provide safe options and updates for the membership, the public and SRNA staff.

With many SRNA members active on the frontlines of the pandemic, the organization was quick to take action when initial announcements and updates were provided by federal and provincial government officials. Fortunately, the SRNA previously had in place Emergency Practicing Membership which allowed for nurses that meet specific requirements to apply for this membership to practice during a declared emergency situation in Saskatchewan.

Originally, the SRNA Annual General Meeting and Conference were scheduled to take place in person in May of 2020, however in response, they were both transitioned to virtual events. The AGM took place on May 7, 2020, using online platforms for the meeting and voting. The annual conference was postponed and took place over two weeks in September and October with presentations offered from neighbouring jurisdictions and open sessions that allowed members to provide opinions and ask questions, all in a safe, virtual setting.

Throughout the pandemic, the SRNA has worked closely with industry partners to monitor developments related to COVID-19 in order to provide accurate and timely updates. The SRNA created a designated area on the website for COVID-19 specific information providing information for both the public, and members. Information on resources for support, government recommendations and the current complaints and investigations process were listed for the public to access.

For members, updates were provided consistently and coincided with updates from the provincial Ministry of Health and calls for additional support as needed. These updates were found both on the SRNA web site, and were provided through email communication and social media channels. In addition, the SRNA provided resources and supports for health care professionals to utilize to aid in coping with the effects of the pandemic.

The SRNA has a strong commitment to supporting Registered Nurses (RN), Registered Nurses with Additional Authorized Practice [RN(AAP)], Nurse Practitioners (NP), employers and provincial leadership through the ongoing COVID-19 pandemic and recognizes all of their hard work and dedication to public safety.

Single Mandate

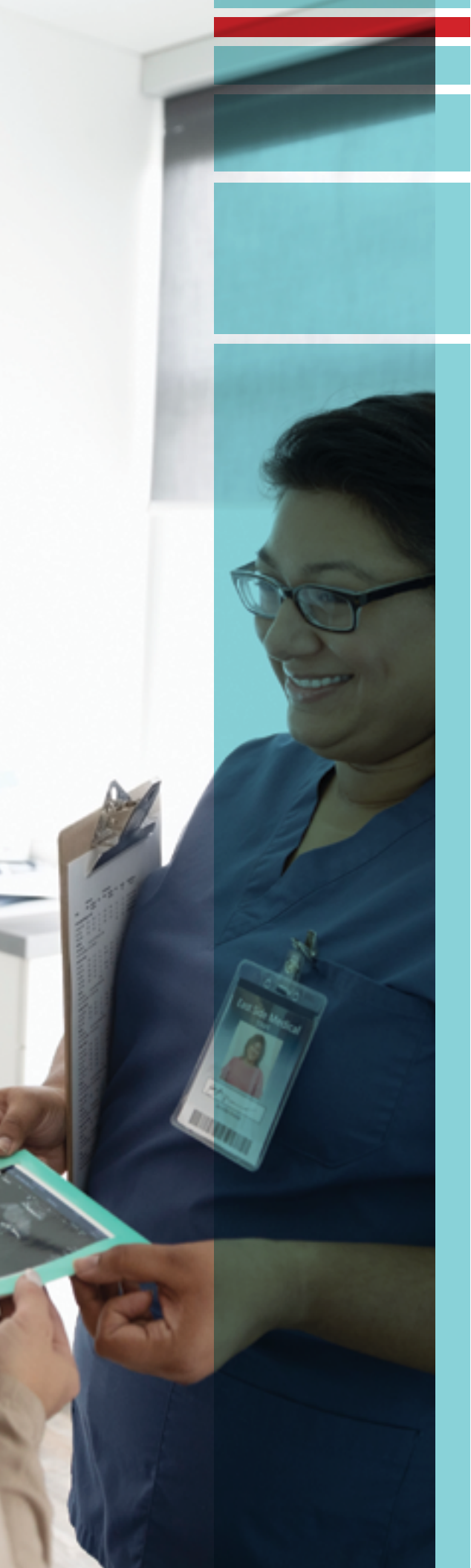
At the end of 2019, the SRNA Council made the unanimous decision to move to a single mandate with a sole focus on regulation. For more than 103 years the SRNA filled the role of both the regulator for registered nursing in Saskatchewan and promoting the profession through association work. The result of this transition will have the SRNA focus on regulatory excellence for registered nursing in Saskatchewan and operating in the best interest of the public.

During the 2020 SRNA Annual Conference, held virtually for the first time in its history, the SRNA officially began the process of this transition. Throughout the conference, attendees were able to virtually connect with leaders and speakers from across the country, with neighbouring jurisdictions sharing their experiences of making this transition themselves. This offered the opportunity for members to ask questions and provide their thoughts and opinions.

The SRNA Council has, and will continue to support the grassroots movement to create an independent association for nursing in the province. Multiple members have raised their hands with an interest in playing a role in leading and paving the way for the future association. These members have begun meeting in 2020 to discuss next steps.

As this transition continues to move forward, next steps for the SRNA include the confirmation of approval to begin operating using the new name for the organization, and creating a rebrand to accompany said name. The unveiling of the rebrand is set to take place during the fall of 2021.





RN Specialty Practices Guideline

On June 11, 2020, the *RN Specialty Practices (RNSP) Guideline* was approved by SRNA Council and replaces the *Standards and Competencies for RN Specialty Practice, 2018* and all other former RN Specialty Practices documents. External consultation was obtained prior to approval of this guideline. A communication and implementation strategy was developed to aid in informing stakeholders, SRNA members and the public of the revised guideline.

This model provides the regulatory framework for Registered Nurses (RN) licensed to practice in Saskatchewan to practice to their full legislated scope in the interest of the public. RNSPs are brought to life through RN Clinical Protocols which are created collaboratively by RNs and their employers, approved prior to implementation and contain all essential components where:

1. The RNSP is in the interest of the client in their particular environment.
2. There is evidence to support the RNSP.
3. A client-specific or client population authorizing mechanism is in place.
4. RN competencies and RNs who will engage in the RNSP are clearly defined.

The RNSP model provides the foundation where the needs of the client in the specific practice environment are at the core. It provides the authorizing mechanism for RNs who have attained the competency requirements to manage all individuals within the client population described in the RN Clinical Protocol. This includes relevant treatment plans, protocols, procedures and interventions, including laboratory tests and medications for the specific client population. RNSPs create the opportunity to be responsive to the emerging health needs of Saskatchewan residents and have been utilized to optimize care during the COVID-19 pandemic including screening and laboratory analysis as well as efficient vaccination administration.

New & Revised Documents

In 2020, the SRNA created several new and revised guidelines and resources. The new guideline documents focus primarily on the support of Registered Nurses (RN) to optimize their practice in the interest of the public. With the creation and revision of documents such as the *Guideline for RNs Recommending & Administering Nonprescription Drugs*, RNs are able to collaboratively work with their employers to create policy that authorizes them to practice within their full legislated RN scope of practice.

An additional document created in 2020 includes the *Guideline for Prescribing Medication*, which outlines the requirements and professional expectations for prescribing for authorized prescribers including Nurse Practitioners (NP) and Registered Nurses with Additional Authorized Practice [RN(AAP)].

Documents that received revisions within the last year include the *Graduate Nurse Practice Guideline*, which provides information regarding topics such as professional expectations, scope of practice and supervision requirements for Graduate Nurses (GN). Additionally, with the recent transition to a single mandate, the SRNA Council made the decision to discontinue the use of position statements and thus, has replaced the position statement, *24 Hour Registered Nurse Coverage*, with an updated document, *24 Hour RN Coverage in Special-Care Homes*.

The SRNA continues to create and revise documents pertinent to the practice of RNs, NPs and RN(AAP)s to allow for practice within their full legislated scope in the interest of the public.





Nursing Education Program Approval

As part of its mandate, the SRNA is responsible for the approval of Registered Nurse (RN) and Nurse Practitioner (NP) education programs in the province. The authority for approving entry-level nursing programs in Saskatchewan has been delegated to the SRNA Nursing Education Program Approval Committee (NEPAC). NEPAC has the authority to grant a program's approval status as well as make other decisions related to program approval.

In keeping with the right-touch regulation principles of transparency and access to information, all manuals and forms used to facilitate standardized reviews of nursing education programs are available on the SRNA website. With 2020 being the first year the new validated program approval process was used for both annual and comprehensive reviews, its uptake and use by NEPAC, SRNA staff and program faculty will be evaluated for quality improvement. Adjustments to the orientation to the new process will be made where necessary.

Given the constraints the COVID-19 pandemic has placed on obtaining clinical practice hours, there will continue to be frequent and timely meetings with government and faculty representatives to ensure the review and approval for alternate means of achieving necessary practice hours continues. Currently, NEPAC accepts virtual modalities in place of direct clinical practice hours for students completing their programs. This decision will continue to be reviewed every six months, or when the pandemic ends.

In addition, nursing programs in Saskatchewan have received the authorization to utilize up to 25 percent High Fidelity Simulation towards direct clinical practice hours. Nursing programs will have standardized levels of education for those involved with simulation and will follow Standards of Best Practice as articulated by the International Nursing Association for Clinical Simulation and Learning (INACSL).

The Professional Standards Authority

The Professional Standards Authority (PSA) examined the SRNA's approach to, and compliance with, the 10 standards covering the complaints, investigations and discipline functions.

Upon receipt of the report in 2019, the SRNA has been working to implement the recommendations of the PSA. As of December 2020, all the recommendations have been addressed. Examples of strategies that have been implemented include review and revision of the complaints and investigation policies and procedures; refinement of existing processes and development of new processes; education and support for the Investigation Committee and staff; and updates to the SRNA website.

The SRNA has used the PSA review as an opportunity to develop an ongoing quality improvement process for the complaints and investigation functions.



10

Standards

33

Recommendations

100%

Complete

0%

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 2020, there were 697 consultations. Of those consultations, 31 percent related to scope of practice, 12 percent standards and competencies, 28 percent legal/regulatory, 23 percent information/networking and six percent were ethics related. [Practice Consultations by Category]

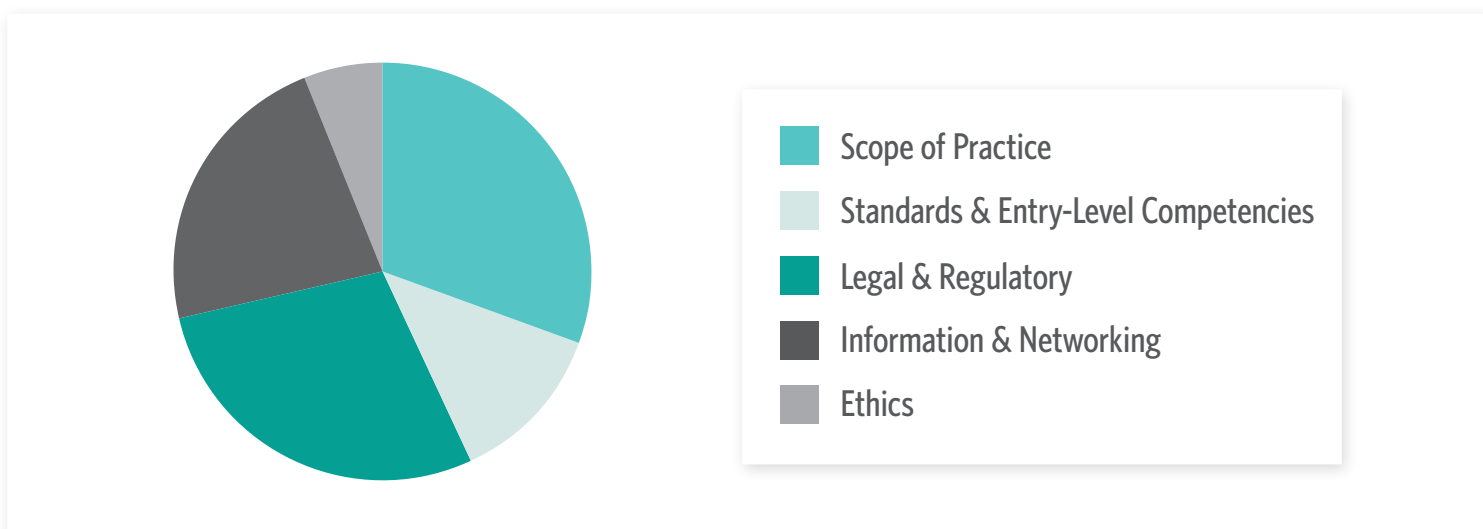
Practice Advisors supported members to apply the *Code of Ethics for Registered Nurses, 2017*, the *RN Practice Standards, 2019*, the *RN Entry-Level Competencies, 2019*, the *Resolving Professional Practice Issues: A Toolkit for Nurses, 2019*, the *RN Specialty Practices Guideline, 2020*, and other relevant resources to specific practice situations through individual and group consultations.

Requests for information about COVID-19, safety, competency, telehealth practice, education, NP practice and RN Specialty Practices were the top reasons the Practice Team was contacted in 2020. Many of the Nursing Practice Updates in 2020 were the result of consultation themes and included COVID-19 Updates, Nursing use of Information and Communication Technologies, Professional Accountability During the Pandemic – Joint Statement, Advanced Foot Care for RNs, NPs Prescribing Cosmetics and 24 Hour RN Coverage Resources.

Of the 697 practice consultations in 2020:

- 84 percent of member consultations were from RNs, 14 percent were from NPs, one percent from Graduate Nurses (GN) and the remaining one percent were unspecified. [Connections with Practice Advisors by Group]
- 94 percent of members were either very satisfied or satisfied with their experience of connecting with a Practice Advisor in 2020. This number has increased by six percent over the past year indicating a high level of satisfaction with the practice consultation service. [Satisfaction of Practice Consultation Service]

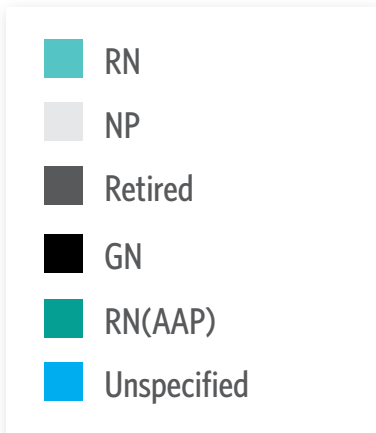
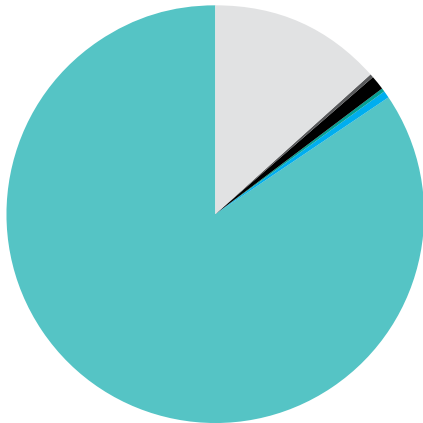
Practice Consultations by Category



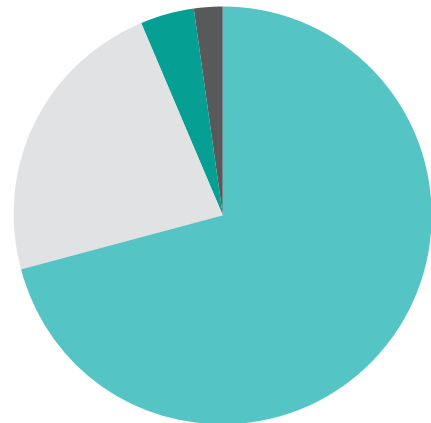
Top Five Resources Used by Advisors During Practice Consultations

- 1 CNA Code of Ethics
- 2 RN Practice Standards
- 3 RN Entry-Level Competencies
- 4 Tools for Resolving Professional Practice Issues
- 5 RN Specialty Practices Guideline

Connections with Practice Advisors by Group



Satisfaction of Practice Consultation Service



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 (AANPCB); 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

Due to the COVID-19 pandemic and public health measures that were in place, the May writing of the CNPE was deferred. The October writing was conducted as scheduled and was administered using online proctoring.

Nurse Practitioners Licensed in the 2020 Registration Year



Nurse
Practitioners



Primary Care
Specialty



Neonatal
Specialty



Pediatric
Specialty



Adult
Specialty



Adult - Women's
Health Specialty

National Council Licensure Examination

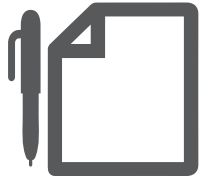
The National Council Licensure Examination (NCLEX-RN) is the exam all applicants who have graduated from a Canadian nursing program, or who are an internationally educated nurse, must pass in order to become an RN for the first time in Saskatchewan and most other provinces in Canada. The NCLEX-RN tests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

2018, 2019 & 2020 First-Attempt Pass Rate

Province or Territory of Education	2018 COHORT		2019 COHORT		2020 COHORT	
	Total Writers	First-Attempt Pass Rate	Total Writers	First-Attempt Pass Rate	Total Writers	First-Attempt Pass Rate
Saskatchewan	508	87.2%	601	86%	577	85.8%

Investigations

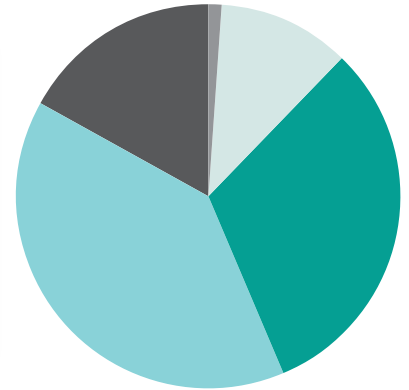
Reports Received



18 Reports carried over from 2018
68 Reports carried over from 2019
89 Reports Received in 2020

Source of Reports 2020

Employer
Public
Co-worker
Registrar
Unknown



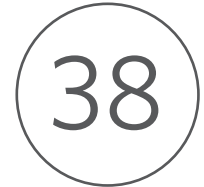
Nature of Report 2020



Professional Incapacity



Professional Misconduct



Professional 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 Investigation provides written notification of a written report to the writer and member within 30 days of receipt. In 45 percent of the cases initiated in 2020, written notification was completed within the expected timeframe. Written notification was completed outside of the expected timeframe in 55 percent of cases initiated in 2020.

21%

Decisions rendered within 4 months

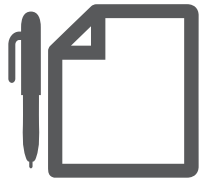
4%

Decisions rendered within 5 months

75%

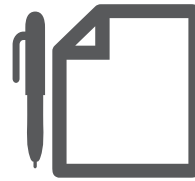
Decisions rendered within 6 months or more

Reports Resolved in 2020



15 Reports carried over from 2018
27 Reports carried over from 2019
25 Reports Received in 2020

Reports Carried into 2021



3 Reports carried over from 2018
41 Reports carried over from 2019
64 Reports Received in 2020

Investigation Outcomes 2020

17

Closed (insufficient evidence to proceed to full investigation)

9

Dismissed

30

Letter of Guidance

7

Consensual Complaint Resolution Agreement (CCRA)

4

Discipline Hearing

2

Withdrawn by Complainant

5

Written Reports (not moved to investigation)*

*The complaints did not meet the definition of incompetence and/or misconduct in *The Registered Nurses Act, 1988*

Top 3 Allegations

Professional Incompetence

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

Professional Misconduct

1. Inappropriate interpersonal relationships
2. Not following hospital policies/protocol
3. Not licensed

Discipline Committee Activities

In 2020, the SRNA Discipline Committee convened for three discipline hearings:

Chelsea B. Kowalchuk (Copeland) RN #0043049

Member was charged with three counts of professional misconduct and/or professional incompetence contrary to Section 25 and 26(1) and (2)(f), (g), (i), (l) and (n) of *The Registered Nurses Act, 1988*, the *SRNA Bylaws, 2019*, the *Code of Ethics, 2017*, the *Registered Nurse Practice Standards, 2019* and the *Registered Nurse Entry-level Competencies, 2019*. The decision was rendered on November 19, 2020.

Sharron Ann McStay RN #0034531

Member was charged with three counts of professional misconduct contrary to Section 25 and subsections 26(1) and (2) of *The Registered Nurses Act, 1988*, the *SRNA Bylaws 2019*, the *Code of Ethics, 2017*, the *Registered Nurse Practice Standards, 2019* and the *Registered Nurse Entry-level Competencies, 2019*. The decision was rendered on September 8, 2020.

Jessica J.V. McCulloch RN#0039641

Member charged with 10 counts of professional misconduct and/or professional incompetence contrary to Section 25 and subsections 26(1) and (2) of *The Registered Nurses Act, 1988*, *Code of Ethics, 2008* and the *Standards and Foundational Competencies for the Practice of Registered Nurses, 2013*. The disciplinary proceedings, which began in 2020, have carried forward into 2021.

One application for consideration of adjournment:

Carol Ann Brander, RN #0039317

Member charged with two counts of professional misconduct and/or professional incompetence contrary to Section 25 and 26(1) and (2) of *The Registered Nurses Act, 1988* and the *Code of Ethics, 2008*, *Code of Ethics, 2017* and the *Standards and Foundational Competencies for the Practice of Registered Nurses, 2013*. The hearing is adjourned, date TBA.

Appeal Decision:

Carolyn M Strom RN #0037024

An appeal of the decision of the Honourable Mr. Justice Currie was heard in the Court of Appeal of Saskatchewan on September 17, 2019. The decision of the court was rendered on October 6, 2020. The Court of Appeal ruled in favor of the member.

Discipline Committee Resource Pool Members

Janna Balkwill, RN, Regina
Ruth Black, RN, Vanscoy
Joanne Blazieko, RN, Moose Jaw
Christopher Etcheverry, RN, Battleford
Michell Jesse, RN, Regina
Russ Marchuk, Public Representative, Regina
David Millar, Public Representative, Regina
Elaine Stewart, RN, Pilot Butte
Stella Swertz, RN, Weyburn
Leonard Wegner, RN, Maidstone
Christine Barlow, RN, Saskatoon (as of June 11, 2020)
Leah Clement, RN, Regina (as of February 4, 2020)
Sophie Grahame, Public Representative, Regina (as of February 4, 2020)
Anne KoKesh, RN, Prince Albert (as of June 11, 2020)
Natasha Shyiak, RN, Regina (as of June 11, 2020)
Kari Stabblar, RN, Unity (as of June 11, 2020)
Frank Suchorab, RN, Prince Albert (as of February 4, 2020)
Ambrosia Varaschin, Public Representative, Martensville (as of February 2020)
Leslie-Ann Smith, RN(AAP) (resigned as of January 30, 2020)
Patti LeBlanc, RN (resigned as of February 12, 2020)
Moni Snell, NP (resigned as of May 22, 2020)

SRNA Staff Support

Cheryl Hamilton, RN
Leah White, RN
Karen Rhodes

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

- Decisions of the Court
- Discipline sanctions
- Decision writing
- General housekeeping/expectations of committee members

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

	2016	2017	2018	2019	2020
Registered by Examination	513	638	552	610	555
Registered by Endorsement	257	119	123	118	134
Renewal/ Re-registration	10,721	10,942	11,125	11,230	11,289
Total Practicing	11,491	11,699	11,800	11,958	11,987
Graduate Nurses	538	464	327	330	375
Non-Practicing	226	253	260	242	234
Retired	283	360	425	559	649
Life & Honorary	50	42	41	37	40
Total Membership	12,588	12,588	12,853	13,126	13,285

RN(AAP) Membership

	2016	2017*	2018	2019	2020
Total Membership	N/A	94	111	115	110

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

NPs by Specialty

	2016	2017*	2018	2019	2020
Primary Care	215	217	251	258	269
Pediatric	4	4	5	5	6
Neonatal	7	8	8	7	6
Adult	1	1	2	2	3
Adult Women's Health	1	1	1	1	1
Total	228	231	267	273	285

* Two Primary Care NPs also have Adult Specialty

Trends in Migration

	2016	2017	2018	2019	2020
In-migration	246	147	157	117	134
Out-migration**	432	310	507	455	412

A total of 134 in-coming applicants with the most coming from: Alberta (51); Ontario (36); Manitoba (15); British Columbia (12); and Quebec (6).

A total of 412 verifications were sent to other provinces or out of the country, with the most sent to: British Columbia (100); Alberta (89); Manitoba (44); and Ontario (40).

**Members requesting a verification be sent to other regulatory 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.

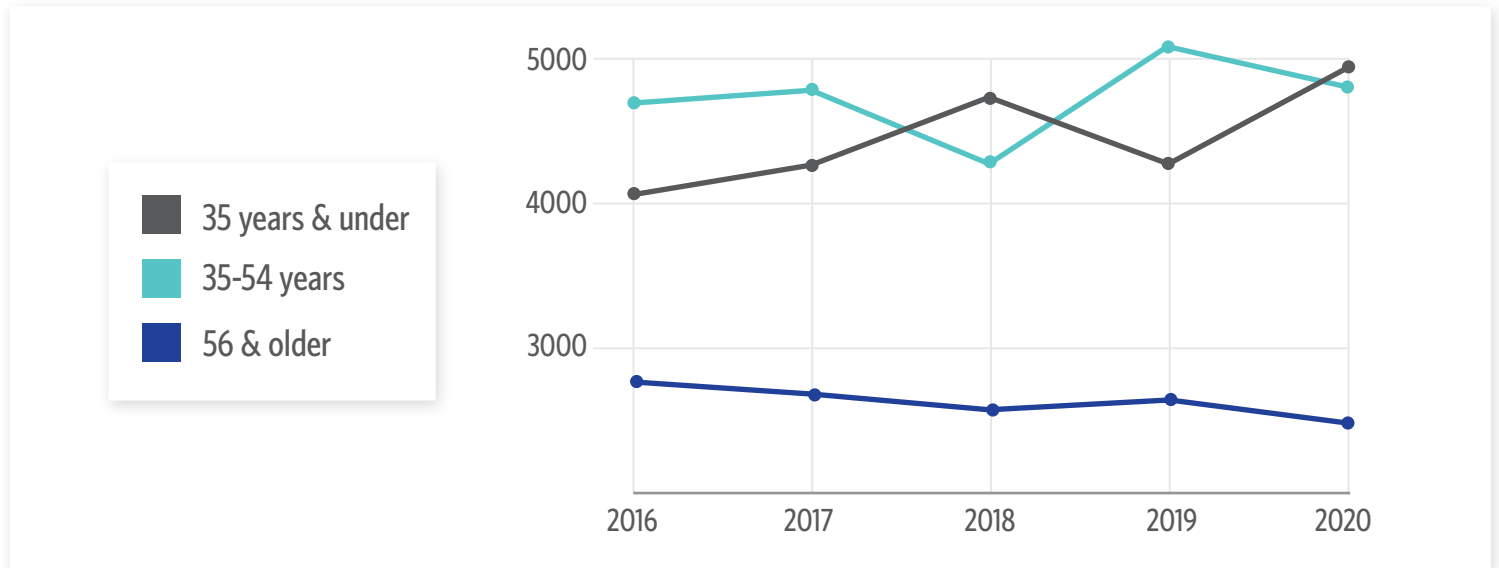
Internationally Educated Nurse (IEN) Applicants

42	New IEN Applicants	16	*Offered NCLEX-RN eligibility
6	*Referral: Substantially Equivalent Competency (SEC) Assessment	12	*Passed NCLEX-RN
17	*Referral: Orientation to Nursing in Canada for Internationally Educated Nurses (ONCIEN)	6	*Offered Initial RN Licensure (previously passed NCLEX-RN)

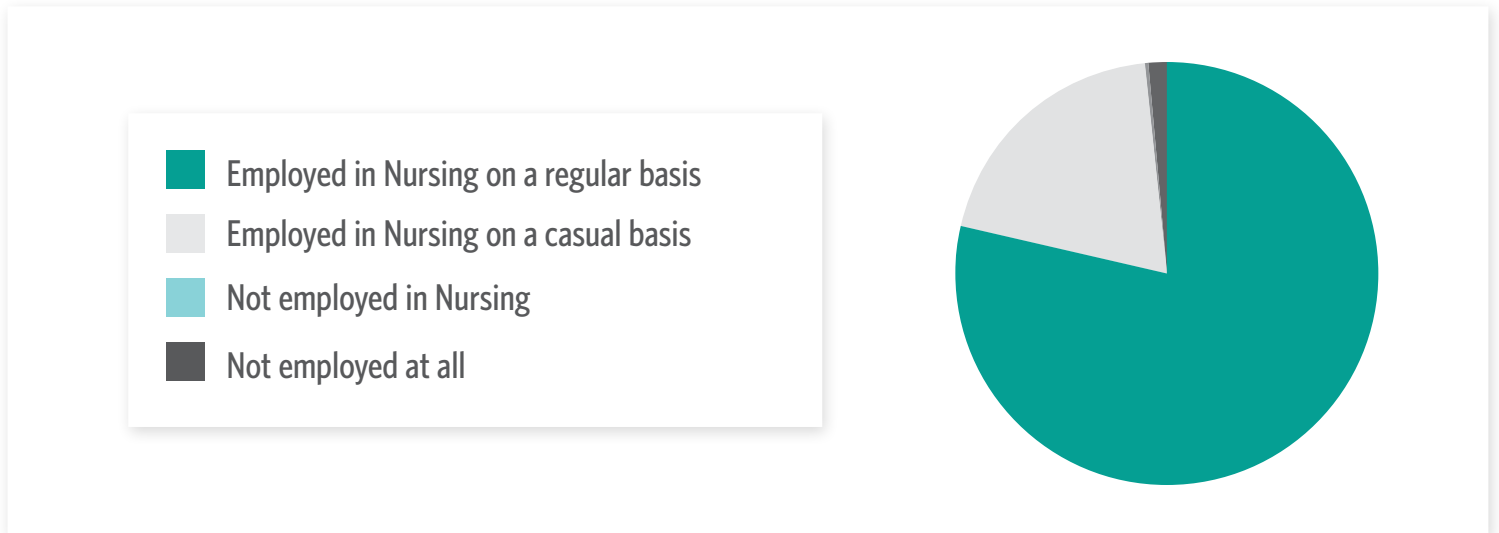
*numbers reported may reflect applicants from previous years. The progression from application to National Nursing Assessment Service (NNAS) to licensure is dependent upon a number of variables.

- Effective August 31, 2020 the Orientation to Nursing in Canada for Internationally Educated Nurses (ONCIEN) program transitioned to the newly named Registered Nursing Bridging Program for Internationally Educated Nurses (RNBP/ IEN)

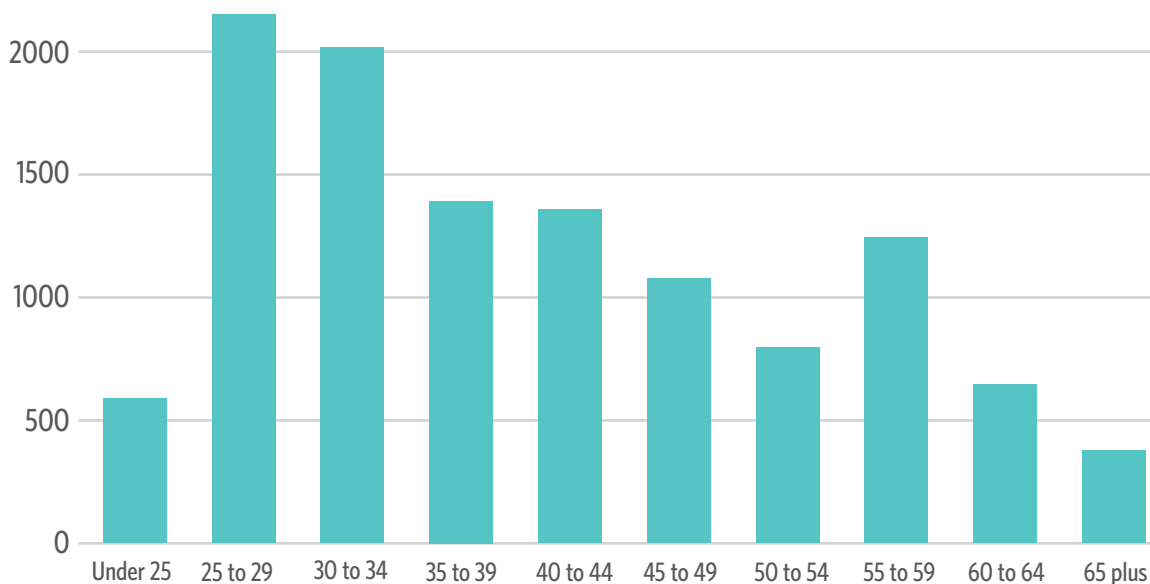
Trends in the Age of RNs & NPs



Employed in Nursing



Age Groups for Practicing RN & NPs



In 2020, RNs/ NPs in the 25 to 29 and 30 to 34 age ranges represented the largest demographic age groups. Source: SRNA 2020 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 2020 to review and recommend the SRNA bylaw amendments that went to Council. SRNA received government approval for the 2020 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

Eunice Abudu-Adam, RN, Regina (to May 2020)
Janice Giroux, RN, Weyburn
Betty Metzler, RN, Chairperson, Yorkton (to May 2020)
Jennifer Radloff, RN, Nipawin (as of July 2020)
James (Jamie) Struthers, Public Representative, Regina
Ann-Marie Urban, RN, Regina
Francoise (Frankie) Verville, NP, Chairperson, Regina (as of June 2020)

Staff Support

Cheryl Hamilton, RN
Donna Marin, RN
Cindy Smith, RN
Julie Szabo

Registration & Membership Committee

Activities of the Registration & Membership Committee in 2020 included:

- Two meetings were held to review and make recommendations for licensure to the Registrar regarding initial licensure and eligibility to write the licensure examinations.
- As a result of Covid-19, the 2019 CCP audit was deferred; no activity related to the CCP was conducted.

Committee Members

Joyce Bruce, NP, White City
Maria Estorco, RN, Saskatoon (as of November 2020)
Gina Fleming, RN, Regina
Jennifer Guzak, RN, Saskatoon (to July 2020)
Patricia Harlton, Public Representative, Regina
S Lynn Jansen, RN, Chair, Regina
Rodney Luhnig, Public Representative, Lumsden (as of February 2020)

SRNA Staff Support

Cheryl Hamilton, RN
Deborah Pearson
Leah White, RN

RN Practice Advisory Committee (RNPAC)

This committee was newly formed in 2020 under the direction of the Executive Director and its purpose is to:

- Engage key stakeholders in discussion about optimizing RN practice in the public interest
- Advise SRNA staff regarding RN Specialty Practices (RNSP) implementation and optimization
- Advise SRNA staff regarding RN prescribing
- Advise SRNA staff regarding RN(AAP) practice including the ongoing licensure process and responsibility and maintenance of the Clinical Decision Tools

The inaugural virtual meeting of this committee was held on September 17, 2020.

Committee Members

Christie Anderson, RN, Melfort
Beverly Balaski, RN, Regina
Darla Balenga, RN, Lloydminster
Michelle Beyko, RN, Saskatoon
Sandra Blevins, RN, Saskatoon
Camille Delainey, RN, Outlook
Carrie Dornstauder, RN, Saskatoon
Victoria Elliott Erickson, Public Representative, Prince Albert
Robin Evans, RN, Regina
Sharon Garratt, RN, Milestone
Carol Gregoryk, RN, Prince Albert
Dani Hagel, RN, Saskatoon
Colin Hein, RN, Regina
Renee Hein, RN, Rapid View
Katherine Hennessy, RN, Regina
Alida Holmes, RN(AAP), Pinehouse
Natalie Jones, RN, Pilot Butte
Heather Keith, NP, Christopher Lake
Derek Keller, Stony Rapids
Don Kuntz, Public Representative, Regina
Kimberly Lane, RN, Regina
Becky Shepherd, NP, Livelong
Janet Mackasey, RN, Prince Albert
Mary Martin-Smith, RN, Regina
Veronica McKinney, Dr., Saskatoon
Linda McPhee, RN, Regina
Gaylene Molnar, RN, Saskatoon
Susanne Nicolay, RN, Regina
Cindy Peternej-Taylor, RN, Saskatoon
Crystal Rainbird, RN(AAP), Canmore
Saskatchewan Association of Licensed Practical Nurses, Regina
Angela Stewart, RN, Regina
Jeanne Sutherland, Elder, Saskatoon
Rena Sutherland, NP, Nipawin

SRNA Staff Support

Terri Belcourt, RN
Tonya Blakley
Cheryl Hamilton, RN
Barbara MacDonald, RN
Anita Nivala
Cindy Smith, RN

Nominations Committee

The Nominations Committee recruits potential RN and NP members for the SRNA annual election. The Committee met four times from October 2019 to January 2020 to discuss strategies for recruiting members to let their name stand for election. Forms and information for the 2020 SRNA Council Election were available on the SRNA website in November 2019. In December 2019 and January 2020, the Nominations Committee made more than 185 phone calls to Workplace Representatives and to members who expressed interest through their member profile. The Committee answered questions and provided information on the available positions. The Chair contacted and followed up with any individuals that expressed an interest. A list of identified nursing 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 2019, the President hosted a 30-minute recorded webinar on Council 101. The Chair of the Nominations Committee also hosted a 42-minute webinar in December 2019 titled “Nominating a Colleague for SRNA Council”. A poster was mailed out in November 2019 to the Workplace Representatives to share within their locations. A strategic social media campaign was used to promote Council nominations, which included videos of Council members talking about their experiences on Council. The November 2019 print News Bulletin and December 2019 digital News Bulletin were used to promote the call for nominations. They provided information on the open positions, how to nominate, the voting period and when the results were to be announced. An email from the President and Executive Director promoting the nominations was sent to all SRNA members in December. In order for easier access, this email included links to the website that houses information on nominations including the Q&As and the nomination forms. An email was sent to the SHA Chief Nursing Officer and the VPs for the nursing managers, as well as the Deans of Nursing in the province. The letter provided awareness of the change in the composition of the SRNA Council and encouraged them to submit the name of a colleague for the 2020 election by the deadline.

In addition to the social media campaign, four social media ads were purchased to promote nominations—one with a photo and the other three using videos of the President and two current Members-at-Large.

The SRNA used an online e-voting system with Association Voting. 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

Caroline Bykowsky, RN, Saskatoon
Jan Devitt, Public Representative, Regina
Joanne Petersen, RN, Chair, Mossbank
Melissa Sawicki, RN, Prince Albert (to May 2020)
Jenise Schneider, RN, Meadow Lake (as of May 2020)

SRNA Staff Support

Tonya Blakley
Lesley Stronach

The Interprofessional Advisory Group (IPAG)

This group, which provides content expertise for the Clinical Decision Tools (CDTs) for RNs with Additional Authorized Practice [RN(AAPs)], was inactive in 2020. The CDTs are reviewed every three years or as needed.

Committee Members

Karen Jensen, Pharmacist, Saskatoon (to June 2020)
Randeelyn Koshman, NP, Southend (to June 2020)
Greg Lawrence, Public Representative, Regina
Johann Malan, Physician, Saskatoon (to February 2020)
Doria Melville, NP, Saskatoon
David Opper, Physician, Brantford

Crystal Rainbird, RN(AAP), Langdon
Judy Rhode, RN(AAP), Saskatoon
John-Michael Stevens, Physician, Warman

SRNA Staff Support

Barbara MacDonald, RN
Anita Nivala

NP Advisory Working Group

The group reconvened for their first virtual meeting in the fall of 2020, with four new members. Key activities for the committee included:

- Discussions regarding recent SRNA work related to NP practice in the province and perceived and/or identified barriers to practice
- Review of SRNA NP specific documents and bylaws

Committee Members

William Cannon, NP, Yorkton (as of Feb 2020)
Leah Currie, Public Representative, Saskatoon (as of Feb 2020)
Arlene Eckert, NP, Saskatoon (as of June 2020)
Maureen Klenk, NP, Regina (as of June 2020)
Mary Ellen Labrecque, NP, Saskatoon (as of June 2020)
Johanne Rust, NP, Chair, Assiniboia (as of June 2020)
Tara Schmalenberg, NP, Raymore (as of June 2020)
Francoise (Frankie) Verville, NP, Regina (as of June 2020)

SRNA Staff Support

Faith Antiporta
Jolene Issel, NP

Nursing Education Program Approval Committee (NEPAC)

As part of its mandate, the SRNA is responsible for the approval of RN and NP education programs in the province. All program approval documents are available on the SRNA website, in keeping with right-touch regulation and transparency.

In 2020, NEPAC held three virtual meetings, and supported provincial nursing programs through key activities including:

- Orientation for the baccalaureate level programs in the province to the new program approval process for curriculum mapping, in direct response to the SRNA requirement of the programs to map the new RN Entry-Level Competencies (ELC) to the program curriculum by end of 2020.
- Reviewed simulation white paper, national documents and international studies on simulation in nursing education. Resulted in acceptance of up to 25% high fidelity simulation towards direct clinical practice hours. The nursing programs will have standardized levels of education for those involved with simulation and follow standards of best practice as articulated by the International Nursing Association for Clinical Simulation and Learning (INACSL).
- Reviewed and approved alternate means for obtaining direct clinical practice hours related to constraints on the nursing programs during the pandemic. NEPAC currently accepts virtual modalities in place of the direct clinical practice hours for students completing their programs (decision reviewed every six months or upon ending of the pandemic period).
- Annual Reports reviewed, involving a new standardized online form submission process.
- First Comprehensive Review utilizing the new validated program approval process.

Committee Members

Lana Dean, Pharmacist, Representative from Another Health Profession, Regina
Mary Martin Smith, RN, Government Representative, Regina
Linda McPhee, RN, Regina
Dan Pooler, Public Representative, Chair, Regina
Ivy Poulin, NP, Spiritwood
Michelle Sorenson, Public Representative, Strasbourg
Wendy Wilson, RN, Leader

SRNA Staff Support

Faith Antiporta
Yvonne Harris, RN
Jolene Issel, NP

Investigation Committee

Along with the mandated work of reviewing and making decisions related to the allegations heard, activities of the Investigations Committee in 2020 included:

- Review of the PSA report and recommendations, and implementation of new processes to align with recommendations
- Review and revision of policies and procedures
- Presentation by Roger Lepage, SRNA Legal Counsel, on:
 - decision-making framework for Committee implementation
 - decision of the SK Court of Appeals

Committee Members

Brenda Andreas, Public Representative, Maple Creek
Laureen Larson, RN, Regina
Lisa Rock, RN, Prince Albert, (as of November 2020)
Noelle Rohatinsky, RN, Chair, Saskatoon (to November 2020)
Janice Taschuk-Leibel, Public Representative, Chair, Pilot Butte (as of November 2020)
Yvonne, Wozniak, RN, Moose Jaw

SRNA Staff Support

Susan Bazylewski, RN
Angela Chadek, RN (as of August 2020)
Melanie Hladun (as of March 2020)
Billy-Jo Howe, RN (as of August 2020)
Cathy Jeffery, RN (as of July 2020)
Denise Nakonechny, RN
Deborah Pearson (to March 2020)

Awards Committee

The Awards Committee met in February. The Awards 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, Awards for Student Leadership, Life Membership, Honorary Membership and the SRNA Memorial Book. The Committee met in February to review award submissions and choose award winners.

Committee Members

Sharon Ahenakew, RN, Prince Albert
Shauna Bright, RN, Chair, Regina
Jan Devitt, Public Representative, Regina (to July 2020)
Celine Stolz, RN, Wawota
Pat Taciuk, RN, Saskatoon (as of February 2020)

SRNA Staff Support

Tonya Blakley
Lesley Stronach

Awards Recognition

On September 30, 2020, the outstanding achievements of RNs, NPs and nursing students were acknowledged at the SRNA virtual awards celebration.

SRNA Annual Awards of Excellence

Award for Excellence in Truth and Reconciliation – Norma Rabbitskin, RN, Prince Albert
Effie Feeny Award for Excellence in Nursing Research – Dr. Marcella Ogenchuk, RN, PhD, Saskatoon
Elizabeth Van Valkenburg Award for Excellence in Nursing Education – Cheryl Besse, RN, Saskatoon
Granger Campbell Award for Excellence in Direct Care – Sherilyn Bray, RN, Regina
Ruth Hicks Award for Student Leadership – Teri Rothenburger, RN, Saskatoon and Cole Woytiuk, Regina

SRNA Life Memberships awarded to Linda McLeod, Saskatoon; Reny Loewen, Saskatoon and Shirley Kerr, Saskatoon.

SRNA Honorary Membership awarded to Heather Thiessen, Saskatoon.

Membership Advisory Committee

The Membership Advisory 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 appointed or re-appointed 23 SRNA members to internal and external committees and made recommendations to Council for appointments to Statutory and Council committees. The SRNA Leadership team approved three re-appointments to the Membership Advisory Committee. Additionally, the Executive Director approved an appointment to an external committee.

Committee Members

Lori Boen, RN, Neuanlage
Janine Brown, RN, Saskatoon
Liz Domm, RN, Regina
Karen Gibbons, Public Representative, Regina
Sarabjeet Singh, RN, Chair, Saskatoon

SRNA Staff Support

Tonya Blakley
Lesley Stronach

Audit and Finance Committee

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

The Committee met four times in 2020 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
Moni Snell, NP, Regina (as of June 2020)
James (Jamie) Struthers, Public Representative, Regina
Francoise (Frankie) Verville, NP, Regina (January to June 2020)

SRNA Staff Support

Randle Green, Chief Financial Officer

Cindy Smith, RN

Julie Szabo

External Committee Representatives

Barbara Beaurivage NP, Canadian Nurse Practitioner Exam Committee, Regina

Donna Brunskill, RN(retired), University of Regina Senate, Indian Head

Cheryl Besse, RN, Board of Directors of the Saskatchewan Prevention Institute, Saskatoon

Karen Eisler, RN, Canadian Nurses Protective Society Board of Directors, Regina (as of June 2020),

David Kline, RN, Canadian Nurses Protective Society Board of Directors, Drake (to June 2020)

Fay Michayluk, RN, Northern Nurses Education Committee, Wakaw

Sarah Nixon-Jackle, RN, Saskatchewan Coalition for Tobacco Reduction, Saskatoon

Greg Riehl, RN, EHR/Saskatchewan Laboratory Results Repository, Regina

Member Links

Professional Practice Groups

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

Aboriginal Nursing Professional Practice Group

Critical Care Nurses Professional Practice Group

Clinical Nurse Specialists Professional Practice Group (to March 2020)

Mental Health Professional Practice Group

- Annual General Meeting held July 4, 2020
- Developed an evidence-based website featuring a monthly “Wellness Series” which includes COVID-19 resources and resources for self-care for nurses
- Building and expanding social networking tools

New Nurses of Saskatchewan Professional Practice Group (to March 2020)

Pain Management Professional Practice Group

Parish Nurses Professional Practice Group

- Annual General Meeting held September 29, 2020
- Published an article on Parish Nursing for National Presbyterian Church
- Recognized and interviewed by InterChurch Health Ministries (ICHM) Canada
- Participated in a cover feature for Canada Lutheran Magazine
- Co-sponsored a compassion retreat with the Coroner’s Office, First Responders and funeral home employees

Peri Anesthesia Nurses Group of Saskatchewan

- Annual General Meeting held virtually in October 2020 with Warren Koch, RN, SRNA Council President bringing greetings.

Retired Nurses Professional Practice Group

Saskatchewan HIV/AIDS/HCV Nursing Education Organization Professional Practice Group

Saskatchewan Nursing Informatics Association

- Annual General Meeting held December 7, 2020
- Planned to host Canadian Nursing Informatics Association May 2020, but it was unfortunately postponed due to COVID-19. Plans are underway to reschedule and co-host the event virtually in 2021.
- Feb 2020 - Dr. Heather Hadjistavropoulos, Professor at the University of Regina and Executive Director of the Online Therapy Unit, gave a presentation on her experiences with providing an online therapy program.

Saskatchewan periOperative RN Professional Practice Group

- Virtual Annual General Meeting held September 26, 2020 with Warren Koch, RN, SRNA Council President bringing greetings.

Skin and Wound Interest Group

Workplace Representatives

The role of a Workplace Representative (WPR) is to be a connection between the SRNA and its members, sharing information and SRNA resources about nursing, health care issues and other topics within the mandate of the SRNA. In 2020, WPRs were asked to reaffirm their commitment to their WPR role and as of December 31, 2020, the SRNA has 80 Workplace Representatives representing workplaces across the province. We thank them all for their dedication and service to the work of the SRNA.

Workplace Educators

Workplace Educators (WPE) are SRNA members who have been educated to provide educational presentations developed by SRNA Nursing Advisors. As of December 31, 2020, there are 12 Workplace Educators currently engaged in the program. Throughout the past year, presentations were offered on the topics of Continuing Competence, Documentation and Medication Administration. Due to the pandemic, the number of presentations was significantly lower than in previous years. We thank the WPEs for their dedication and service to the work of the SRNA.



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, 2020, 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, 2020.

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 15, 2021.

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 15, 2021
Regina, Saskatchewan**

VIRTUS GROUP LLP
Chartered Professional Accountants

SASKATCHEWAN REGISTERED NURSES' ASSOCIATION
SUMMARY STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2020
(with comparative figures for 2019)

	<u>2020</u>	<u>2019</u>
Assets		
Cash	\$ 4,588,305	\$ 5,420,573
Investments	2,453,648	2,377,617
Accounts receivable and prepaid expenses	1,756,119	300,982
Tangible capital assets	1,346,336	1,429,779
Intangible asset	229,999	306,168
	<u>\$ 10,374,407</u>	<u>\$ 9,835,119</u>
 Liabilities		
Accounts payable and accrued liabilities	\$ 815,342	\$ 555,494
Deferred revenue and fees collected in advance	5,951,238	5,849,217
Long-term debt	288,838	353,134
	<u>7,055,418</u>	<u>6,757,845</u>
 Net Assets		
Invested in tangible capital & intangible assets	1,287,497	1,382,813
Unrestricted surplus	2,031,492	1,694,461
	<u>3,318,989</u>	<u>3,077,274</u>
	<u>\$ 10,374,407</u>	<u>\$ 9,835,119</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, 2020
(with comparative figures for the year ended December 31, 2019)

	<u>2020</u>	<u>2019</u>
Revenue		
Memberships	\$ 6,697,395	\$ 6,543,285
Interest	108,009	118,756
Other revenue	373,375	330,760
	<u>7,178,779</u>	<u>6,992,801</u>
Expenses		
Affiliation fees	1,383,446	1,316,492
Amortization	182,163	254,489
Communications	11,103	103,123
Contracts and consulting	893,327	858,989
Grants, sponsorships, and awards	21,616	35,030
Insurance and property tax	34,527	33,525
Interest and bank charges	78,771	68,472
Miscellaneous	39,842	50,667
Professional development and meetings	279,118	473,845
Rent and lease	17,793	26,835
Repairs and maintenance	63,258	62,102
Supplies, equipment and software	387,370	383,063
Utilities	61,190	64,763
Wages and benefits	3,483,540	3,185,270
	<u>6,937,064</u>	<u>6,916,665</u>
Excess of revenue over expenses	<u>\$ 241,715</u>	<u>\$ 76,136</u>

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

SRNA Staff 2020

Executive Office

Cindy Smith, RN, Executive Director

Cheryl Weselak, PCP, Human Resources Generalist

Julie Szabo, Executive Assistant, Governance

Victoria Kos, General Accounting Specialist

Susan Greenman, Senior Assistant, Facilities, Accounting & Administration

Communications & Public Relations

Tonya Blakley, Director, Communications & Public Relations

Anthony Giruzzi, Information & Technology Specialist (to October 2020)

Adam Lark, Technology & Design Specialist

Brad Yarotsky, Term, Technology & Multimedia Specialist (to March 2020; permanent as of April 2020)

Talitha Smadu McCloskey, Communications Specialist (on leave October 2020)

Madeleine Christopherson, Term, Communications Specialist (as of August 2020)

Joanne Hahn, Term, Senior Assistant, Communications & Public Relations (to January 2020)

Lesley Stronach, Senior Assistant, Communications & Public Relations (as of January 2020)

Tracy Gartner, Assistant, Communications & Customer Relations (on leave September 2020)

Wendy Grant, Casual, Assistant, Communications & Customer Relations (as of September 2020)

Regulatory Services

Cheryl Hamilton, RN, Registrar & Director, Regulatory Services (as of January 2020)

Erica Pederson, RN, Nursing Advisor, Complaints & Investigation (to February 2020)

Donna Cooke, RN, Nursing Advisor, Regulatory

Susan Bazylewski, RN, Casual, Nursing Advisor, Complaints & Investigation

Cathy Jeffery, RN, Casual, Nursing Advisor, Complaints & Investigation (as of July 2020)

Denise Nakonechny, RN, Nursing Advisor, Complaints & Investigation (to October 2020; casual as of October 2020)

Angela Chadek, RN, Term, Nursing Advisor, Complaints & Investigation (as of August 2020)

Billy-Jo Howe, RN, Term, Nursing Advisor, Complaints & Investigation (as of August 2020; permanent as of November 2020)

Sherry Joa, RN, Nursing Advisor, Regulatory Services

Leah White, RN, Nursing Advisor, Regulatory Services

Crystal Fisk, RN, Nursing Advisor, Complaints & Investigation (as of January 2020 to March 2020)

Susan Furman-Pelzer, RN, Term, Nursing Advisor, Prescription Review Program (as of March 2020)

Melanie Hladun, Program Assistant, Complaints & Investigation

Deborah Pearson, Senior Assistant, Regulatory Services

Karen Rhodes, Administrative Assistant, Regulatory Services

Dawn Aschenbrener, Administrative Assistant, Regulatory Services

Nikita Schmidt, Administrative Assistant, Regulatory Services

Corrine Herne, Administrative Assistant, Regulatory Services (to August 2020)

Nursing Practice

Terri Belcourt, RN, Director, Practice

Donna Marin, RN, Nursing Advisor, Practice

Jolene Issel, NP, Nursing Advisor, Practice

Barbara MacDonald, RN, Nursing Advisor, Practice

Carole Reece, RN, Nursing Advisor, Practice

Yvonne Harris, RN, Nursing Advisor, Practice

Anita Nivala, Program Assistant, Nursing Practice

Faith Antiporta, Senior Assistant, Nursing Practice

SRNA Virtual Annual Meeting Agenda

MAY 5, 2021

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|---------|---|
| 1:00 pm | 1. Call to Order <ul style="list-style-type: none">1.1 Welcome1.2 Opening Blessing: Elder Jeanne Sutherland1.3 Call to Order1.4 Rules of Order1.5 Approval of Agenda |
| 1:20 pm | 2. Greetings from CNA President Tim Guest |
| 1:30 pm | 3. SRNA President's Report |
| 1:45 pm | 4. SRNA Executive Director's Report <ul style="list-style-type: none">4.1 Financial Report |
| 2:00 pm | 5. Bylaws |
| 3:00 pm | 6. Election Results <ul style="list-style-type: none">6.1 Introduction of New Council Members |
| 3:15 pm | 7. Closing Blessing: Elder Jeanne Sutherland |
| 3:30 pm | 8. Adjournment |

