



2022 ANNUAL REPORT





April 14, 2023

To the Honorable Minister Paul Merriman:

We are honored to submit the *College of Registered Nurses of Saskatchewan's (CRNS) 2022 Annual Report*. It is a pleasure to work with your Ministry in our responsibility to regulate registered nursing in the public's best interest.

The 2022 Annual Report demonstrates our accountability to the legislature and our respect for the delegated authority we have been bestowed. The report summarizes the responsibilities prescribed to the CRNS in *The Registered Nurses Act, 1988*, and records our efforts to fulfill the public-serving mandate effectively.

Respectfully submitted,

Françoise (Frankie) Verville, NP
CRNS Council President

Cindy Smith, RN
CRNS Executive Director

Contents



President's Message 4

Executive Director's Message 5

Knowledge Keeper's Message 6

Land Acknowledgement 7

CRNS Council 8

Mission, Vision, Values 10

Strategic Focus 11

Truth & Reconciliation in Practice 13

Internationally Educated Nurses
Recruitment Mission 14

New & Revised Documents &
RN Specialty Practices 17

RN Prescribing &
Virtual Care Licensing 18

Launch of Revised CCP &
CCP Audit 21

Practice Consultation Services 22

NCLEX-RN & CNP Exams 23

Registrant Information 24

Investigations 28

Committees 30

Financial Statements 36

CRNS Staff 39

CRNS Virtual Annual
Meeting Agenda 40

President's Message



CRNS President:
Françoise (Frankie) Verville, NP

A handwritten signature in black ink that reads "Françoise Verville".

Reflecting on the last two years of work, I'm incredibly proud of what we've accomplished as a Council and as regulatory professionals. When I began my presidential journey in May 2021, we were amidst an organizational and regulatory shift, moving away from a dual-mandated organization and entirely focusing on regulatory excellence. 2022 was a year of focus, refinement and goal setting, so it's with great pleasure that I present the 2022 Annual Report.

2022 was our first full year as a single mandate organization; therefore, governance excellence was a primary focus for Council this year. With consultation from outside experts, including Governance Solutions and The Regulator's Practice consulting firm, we've made strides to strengthen our governance practices and policies, enhance our governance committees, refine board meeting agendas, and develop a Council composition matrix and strategy. By streamlining our governance processes, we've been better equipped to effectively lead the CRNS towards continued regulatory excellence and fulfill our public protection mandate.

Along with the staff and leadership team of the CRNS, Council continued our journey towards further and ongoing commitments to Truth and Reconciliation and anti-racist education. As a Council, we always feel fortunate to have the privilege to learn from Indigenous peoples, and this year we continued to learn and grow with Knowledge Keeper Judy Pelly. We begin and end each Council meeting in a good way with a prayer and blessing. Additionally, we reserve time to continuously discuss relevant questions from Council for the Knowledge Keeper to learn and grow in a culturally safer way. We also were privileged to participate in a pipe ceremony in November to open the new CRNS office led by Elder Gilbert Kewistep and helper Tyrel Neapetung. The pipe ceremony allowed Council to connect with our purpose and reflect on where we're going. We wanted to begin the journey in this new space in a good way and incorporate an Indigenous way of knowing since the CRNS operates and serves communities on treaty lands and the homeland of the Métis people. We are committed to Truth and Reconciliation, honoring the Indigenous lands on which we live and work, and standing with all Indigenous Peoples as they heal.

As a Council and an organization, we look forward to what will come. We are thankful for the continued dedication and hard work of the health care professionals in our province in serving the public. This message provides a highlight of the interactions that took place in 2022. We remain committed to having essential conversations to ensure we are in the best position to protect the public through regulatory excellence. We remain focused on optimizing registered nursing in Saskatchewan and operating in the public's best interest.

"I'm incredibly proud of what we've accomplished"

Executive Director's Message

Following the last few years of unprecedented impacts on the health care system, the CRNS has continued to work with provincial health leaders to provide support to Registered Nurses (RN), Registered Nurses with Additional Authorized Practice [RN(AAP)] and Nurse Practitioners (NP) while fulfilling the mandate of public protection. This report provides the opportunity to share the work of the CRNS in 2022 publicly and how we're answering our call to care.

This year, the CRNS continued to shine a light on the role we as individuals, health care providers, members of and leaders in the health care system had in the cultural genocide committed against First Nations, Métis and Inuit Peoples, and the lasting impact that continues today. As an organization and the regulator for the largest health profession in Saskatchewan, it was critical for us to take responsibility. In January, all CRNS staff were privileged to take the Anti-Racism Network's introductory course on being an anti-racist through the University of Saskatchewan by way of funding provided by Dr. Holly Graham through her work as the Indigenous Research Chair in Nursing. From this course and these learnings, we developed an Anti-Racism Working Group with outside consultation of Indigenous leaders to take the necessary steps to right the wrongs we've contributed to. We look forward to continuing to share the work in this area, working with RNs and NPs to take action on the health Calls to Action identified by the Truth and Reconciliation Commission, and understanding how it will inform future changes in the organization and the health care system overall.

In addition to the work in Truth and Reconciliation, the pursuit of fulfilling our mission to protect the public remained steadfast. With this focus, some highlights of the work accomplished include completing phase one of revising the CRNS website and launching the revised Continuing Competence Program (CCP) in December amidst moving to a new building, facilitating registration renewal, working through the investigation and discipline process, and continuing to update and produce practice guidelines and resources.

I commend all registrants for their passion and dedication through the continued stress that impacts the health care system, dedicating themselves to the nursing profession and for all they do to bring high-quality care to the people of Saskatchewan when they need it most. Though it may sometimes be challenging, RNs have chosen a profession in which they have the privilege to serve the communities of our province.

The Leadership Team, staff, and the CRNS Council are proud of the organization's accomplishments throughout the year, though it didn't come without a few hurdles. We are pleased to share the details of our hard work in 2022.



CRNS Executive Director:
Cindy Smith, RN

C Smith

"the pursuit of fulfilling our mission to protect the public remained steadfast"

Knowledge Keeper's Message



Knowledge Keeper: Judy Pelly

I have been honored to be asked to be the Knowledge Keeper/Elder for the CRNS this past year. The CRNS has welcomed me into this amazing Council team with much respect. The Elders have expressed the term 'Nothing about us without us' and continue to work together implementing the Truth and Reconciliation *Calls to Action*. The Council has taken my recommendation seriously, showing true allyship and taken action in the following: opening and closing meetings with prayer, a pipe ceremony opening the new building with good karma and that our mandate succeeds in a good way. I have enjoyed my first year with the CRNS and look forward to ongoing collaboration. I look forward to this new year with hope and love and that we continue this very important work together.

Megwetch/Thank you

*"Nothing about us
without us"*

Land Acknowledgement



College of Registered Nurses of Saskatchewan (CRNS) registrants reside on the traditional lands of the Nêhiyawak (Plains Cree), Nahkawiniwak (Saulteaux), Nakota (Assiniboine), Dakota and Lakota (Sioux), and Denesuline (Dene/Chipewyan) Peoples, and the traditional homeland of the Métis/Michif Nation. As members of the CRNS, we recognize we live and work in Treaty Two, Four, Five, Six, Eight, and Ten territories – we are all Treaty People.

We acknowledge that cultural genocide has been committed against First Nations, Métis and Inuit Peoples, and acknowledge that colonization is a present and ongoing process. There is an urgent need for settlers to recognize relationships with and obligations to Indigenous Peoples and the land. Our Canadian history, and nursing history, will be rewritten in the coming years with the truths Indigenous Peoples have known for decades. We must commit to learning their truths and our Canadian history and, in doing so, develop authentic, meaningful, and respectful relationships with all Indigenous Peoples.

As members of the health care profession, we commit to honoring and actioning the Truth and Reconciliation Commission of Canada's *Calls to Action, Health, 18 - 24*. We acknowledge that the health care system and nursing education programs are embedded with colonial hierarchical power structures, thinking and practices. Decolonizing nursing education and practice requires us to self-reflect and openly acknowledge how we perpetuate a colonial culture and how this limits the ability to engage in meaningful dialogue with our Indigenous colleagues and clients. We are committed to including their perspectives and ensuring their knowledge systems are honored, respected, valued and integrated into nursing practice. We will educate and support Registered Nurses on how to identify racism that is perpetrated in health care settings. And more importantly, support Registered Nurses to intervene, ensure safe environments, and address acts of racism in their workplace. We will diligently work towards addressing the current health disparities between Indigenous and non-Indigenous peoples in Canada.

We respect and honor the Treaties that were made on all territories, we acknowledge the harms and mistakes of the past, and we are committed to moving forward in partnership with Indigenous Peoples in the spirit of reconciliation and collaboration.

Thank you to Dr. Holly Graham, Ph.D., R.D. Psychologist, RN, BA, BScN, MN, Associate Professor and Indigenous Research Chair in Nursing for the College of Nursing at the University of Saskatchewan, for developing this personalized land acknowledgement and apology for the CRNS.

CRNS Council



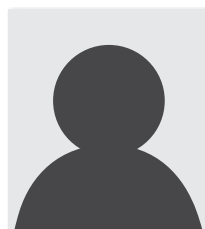
Françoise (Frankie)
Verville, NP
President
Term 2021-2023



Mariam Nganzo, RN
Member-at-Large
Region: 1
Term 2022-2023



Moni Snell, NP
President-Elect
Term 2021-2023



Vacant
Member-at-Large
Region: 2



Natalie Thiessen, RN
Member-at-Large
Region: 3
Term 2022-2025



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



Mary Ellen Walker, RN
Member-at-Large
Region: 4
Term 2021-2024



Joanna Alexander, BEd
Public Representative
Appointed July
2015-2018
reappointed May 2018 –
May 2021



Leah Thorp, RN
Member-at-Large
Region: 5
Term 2022-2025



James Struthers, K.C.
Public Representative
Appointed July
2015-2018
reappointed May 2018 –
May 2021



Joelynne
Radbourne, NP
Member-at-Large
Nursing Practice Area:
advanced practice
nursing or direct care
nursing
Term 2021-2024



Doug Finnie, MBA,
Pro Dir
Public Representative
Appointed May
2018-May 2021
reappointed May 2021 –
May 2024



Cindy Smith, RN
Executive Director

Mission

To protect the public through regulatory excellence

Vision

Recognized as a leader in regulatory excellence

Values

Excellence

Our belief is that learning fuels progress, and our responsibility for upholding the standards means constantly working to improve them.

Service

We put the public at the core of what we do and fulfill our duty through empathy, compassion, and understanding.

Accountability

We are equitable, open, and honest in everything we do and say.

Collaboration

We work together with the public, our partners and with registrants to advance the standard of care.

Relational Ethics

Our decisions and actions are always based in dignity, respect and meaningful engagement to understand each person's experiences.

Visionary Leadership

We work together towards a progressive future, applying our shared experiences in upholding the standards of care.

Strategic Focus

Overarching Strategic Objective:

- Realizing our regulatory mandate

Regulatory Excellence

Through equitable, transparent, timely, effective and objective regulatory processes, the CRNS demonstrates regulatory excellence the public can rely on. We provide regulatory excellence by promoting good practice, preventing undesirable practice and intervening when necessary.

Strategic Objectives:

- Engage registrants to enhance nursing practice through the review and revision of the Continuing Competence Program.
- Fully integrate right touch regulation principles in all Regulatory Processes.
- Utilize best practices in the CRNS complaints and investigations process for the resolution of complaints in a timely manner.

Accountable Professional Practice

The CRNS prevents harm to and protects the public through supporting competent, accountable and ethical registered nurses practicing to their full scope of practice. We hold registered nurses accountable to practice safely, effectively and collaboratively consistent with Practice Standards and the Code of Ethics.

Strategic Objectives:

- Optimize RN and NP practice in the public interest.
- Identify trends and leverage data to develop a proactive strategy to address emerging practice issues.
- Empower RNs to be accountable for their practice.

Partners in Health

The CRNS pursues and advances meaningful partnerships with the public, regulators and others within the health care sector to contribute to effective regulation, public safety and quality of care for the public. The CRNS is committed to engaging the public and incorporating the public's perspective, stories and expectations into our regulatory work.

Strategic Objectives:

- Develop and implement avenues for public engagement and input into CRNS's regulatory mandate.
- Improve understanding of what we do and why we do it by connecting with the public and stakeholders to foster two-way communication.
- Foster an engaged team of regulatory professionals who embrace CRNS's cultural values and continually strive to reach our strategic goals through continuous quality improvement.
- Maintain sustainable operational excellence.



Truth and Reconciliation in Practice

As an organization and the regulator for the largest health profession in the province, the CRNS needs to honor and acknowledge the tragic and painful history as well as ongoing impacts of the cultural genocide, residential school system and the impacts of colonized health care. To move forward, the CRNS commits to honoring and actioning the Truth and Reconciliation Commission of Canada: *Calls to Action, Health*, 18 and pieces of 24.

Some of the ways the CRNS actioned reconciliation in 2022 includes the following:

- All staff were fortunate to complete the *Introduction to Anti-Racism Basics* course in January 2022, provided by the Anti-Racism Network and funded by Dr. Holly Graham, RN, through the Indigenous Research Chair in Nursing.
- Following the course, the CRNS developed an Anti-Racism Working Group of interested CRNS employees and three external community members that meets monthly. The purpose of the group is to acknowledge and to take action on recommending changes to CRNS regulatory processes which may not reflect the unintended consequences of racist and oppressive biases; to partner with Indigenous organizations and groups; and to engage CRNS staff and registrants in developing and implementing anti-racist and anti-oppressive processes and ways of being.
- To mark the National Day of Truth and Reconciliation on September 30, the CRNS held space for staff to further expand their knowledge, attend educational sessions, honor the meaning of the day, and positively contribute to embracing Truth and Reconciliation in their work.
- When moving out of the CRNS office space on Retallack Street in Regina, Knowledge Keeper Judy Pelly blessed the transition and sent the organization off in a good way. Upon moving into the new space on Eastgate Drive, Elder Gilbert Kewistep and helper Tyrel Neapetung led a pipe ceremony. We wanted to begin our journey in this new space in a good way since we operate and serve our communities on Treaty lands and the homeland of the Métis people. The pipe ceremony allowed us to connect with our purpose and reflect on where we are going.

IEN Recruitment Mission

The CRNS has been actively involved in the Government of Saskatchewan's targeted recruitment mission of Filipino-educated RNs. The mission is a collaborative effort between many key partners, including the Saskatchewan Health Authority (SHA), Saskatchewan Polytechnic, and several provincial government ministries.

As part of the Mission strategy, the CRNS and its partners met weekly and provided two webinars which outlined the pathway to becoming a health care provider in Saskatchewan. A Saskatchewan delegation, of which CRNS was a part, held in-person workshops and information sessions over five days in Manila from November 28 - December 2, 2022.

To facilitate timely assessment and licensure while maintaining its public protection mandate, the CRNS worked closely with the National Nursing Assessment Service (NNAS) to streamline the collection and processing of documents required for licensure. The CRNS Nursing Education Program Approval Committee also completed a comprehensive review of the Saskatchewan Polytechnic Registered Nursing Bridging Program for Internationally Educated Nurses (IEN). The program will be delivered in a compressed timeframe to facilitate timely completion.

Toward the end of 2022, the CRNS started receiving applications from those who have been recruited. Applicants must meet the eligibility requirements, including successfully completing the bridging program and demonstrating English language proficiency, before being eligible to write the National Council Licensure Examination (NCLEX). Upon passing the NCLEX, they will be offered eligibility for initial registration and licensure as an RN.







New and Revised Documents

Through a consultative and collaborative process, the CRNS continues to create and revise documents pertinent to the practice of RNs, RN(AAP)s and NPs. These documents support RNs to practice within their full legislated scope in the public's interest.

The key updates from 2022 are:

Legislative Changes and Clarification (Provincially and Nationally):

- *SRNA 2022 Bylaws*
- Updated resources to reflect the amendment to *Controlled Drugs and Substances Act & the Narcotic Control Regulations* – Tramadol
- Updated resources to reflect the amendments to the *Criminal Code to Protect Health Care Workers and People Seeking Access to Health Services*
- NP Authorizing RNs to administer bioactive agents – clarification

Practice Tools:

- *Understanding Legislative Scope of Practice – Self-Assessment Tool*
 1. Is the activity within the legislative scope of practice?
 2. Do you have the personal competence, knowledge, skill and judgement to perform the activity safely?
 3. Is the activity supported by your employer and practice setting?
- The *Toolkit for Managers of RNs* was updated and applies to managers and RNs looking for information on specific practice topics

RN(AAP) Updates:

- *RN with Additional Authorized Practice [RN(AAP)] Practice Standards* revised November 2022
- All 58 Clinical Decision Tools (CDTs) were reviewed and updated by the Interprofessional Advisory Group (IPAG), which provides content expertise for the CDTs, based on the newest information, guidelines and Rx files. CDTs are evidence-informed documents that guide RNs with additional authorized practice in assessing, diagnosing and treating limited common medical disorders

RN Specialty Practices

Registered Nurse Specialty Practices (RNSP) create the opportunity for RNs to optimize their scope of practice safely and competently in the interest of the public they serve. In 2022, the CRNS continued to provide avenues for education, consultation, and engagement regarding the RNSP model to support the CRNS strategic objective of optimizing RN and NP practice in the public interest. In addition, the CRNS also began work on developing a workflow graphic to demonstrate the steps required to implement an RNSP in workplaces and provide the tools necessary to coordinate with employers.

In late 2022, the CRNS launched the online *Legislated Scope of Practice Self-Assessment Tool*. This interactive and reflective tool helps CRNS registrants determine if a procedure or activity is within their legislated scope of practice, personal competence and supported by their employer and their practice setting. The tool shares documents, guidelines, and resources for CRNS registrants to review, including, but not limited to, outlining the importance of participating in RNSPs.

In a province with varying populations and community demographics, RNSPs continue to play a special and unique role in authorizing RNs to optimize their scope of practice to meet the evolving needs of the residents of Saskatchewan. CRNS Nursing Advisors continue to work with registrants and employers to initiate conversations in the practice setting, walk through requirements, answer questions and provide resources to support effective RNSP development and implementation.

RN Prescribing

Developing a framework for RN Prescribing continued to be a focus in 2022. The implementation of RN prescribing across Canada continues to progress, with each jurisdiction developing a regulatory framework consistent with its legislation. These developments continued to inform the CRNS work in this area.

Based on national scanning and the 2021 RN Practice Advisory Committee discussions, CRNS staff met with health partners to further explore a regulatory framework for RN prescribing in Saskatchewan. Health partners included the Ministry of Health, Saskatchewan College of Pharmacy Professionals, Saskatchewan Society of Medical Laboratory Technologists and eHealth.

Common questions arose through the conversations:

- What, if any, education will be required by the CRNS?
- What RNs will be eligible to be prescribers?
- What competencies are required to prescribe safely in the public interest?
- How will the new authority be communicated to the public, pharmacists and eHealth?
- What additional authority may RNs need (for example, requesting blood work)?

The answers to these questions will support a regulatory framework that reflects the principles of right touch regulation in the best interest of patients and families and supports collaborative relationships between health partners and the CRNS.

Virtual Care Licensing

The pilot project to facilitate the provision of inter-jurisdictional virtual care between Alberta and Saskatchewan continued to be successful in 2022 with the Northwest Territories and Nunavut signing onto the Memorandum Of Agreement (MOA) in the Spring of 2022. The goal of executing the MOA is to ensure that, in the short term, patient care needs are met, and public protection is addressed while the ongoing work progresses to establish a national model for multi-jurisdictional registration and licensure.

Current legislation provisions require registration in each jurisdiction. Given this, the focus of the MOA is to facilitate streamlined inter-jurisdictional registration/licensure between the partners, while ensuring that public protection is maintained.

The pilot project applies to select employers in each province. RNs and NPs licensed in good standing are eligible; their practice is restricted to the provision of virtual care. In 2022, 129 RNs from AB were licensed in SK and five RNs from SK were referred to AB.









Launch of Revised CCP

In June 2020, the CRNS made a strategic decision to review the Continuing Competence Program (CCP) process and determine whether it continues to meet the needs of its registrants while fulfilling the CRNS's mandate to protect the public through regulatory excellence. A revised plan was presented to Council after extensive review and consultation. A CCP Advisory Committee comprised of a GN, RN, RN(AAP), NP and public representatives was formed in 2020 and made recommendations to CRNS staff regarding reviewing and implementing the mandatory CCP content and process.

This ad hoc committee completed the last of the decision-making late in 2021. In February 2022, Council approved the implementation of a revised program, and in May 2022, a revised CCP Bylaw was approved by CRNS registrants. The revised CCP was officially launched to all registrants for the 2023 licensing year on December 1, 2022.

Yearly participation continues to be mandatory; however, with the changes, the program is more flexible and allows each registrant to reflect and focus on what is essential to their practice. Some critical revisions include peer feedback no longer being a requirement and the ability to complete all components online in a specially developed registrant portal. The CRNS prepared several resources, including a step-by-step video of how to complete the process, a video that gives a deeper dive into the CCP review process and how decisions were made on revisions, sample learning plans for all practicing categories and frequently asked questions.

Continuing Competence Audit

The CRNS's CCP is a mandatory, ongoing program that continually facilitates RNs, RN(AAP)s and NPs to enhance 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 CRNS's mandate and accountability to the people of Saskatchewan and the nursing profession, the CRNS conducts an annual audit of registrant participation in the CCP. A random sample of practicing RNs and NPs is selected annually to participate in the CCP audit.

The four required components of the CCP included a personal assessment, a learning plan, written feedback, and evaluation. For the 2021 CCP audit, registrants were required to submit their learning plan, which is one component of the CCP requirements.

The 2021 audit was conducted virtually. All information was blinded for the audit to ensure that registrants' confidentiality was maintained. Auditors on the CCP panel included RNs and NPs. In total, 150 registrants were randomly selected. Of those selected, three registrants were exempted from the audit. Of the 147 registrants audited, 75 percent met the requirements of the audit, and 10 registrants were provided coaching to facilitate a better understanding of the CCP process and requirements.

Practice Consultation Services

Questions, topics and key issues are captured in the practice consultation management application, FLO, and are then categorized based on overall topic by Practice Advisors. Registrants or members of the public most often called for advice related to the scope of practice of RNs, NPs and RN(AAP)s followed by legal or regulatory questions and discussions about Practice Standards, Entry-Level Competencies and Code of Ethics. Some of the topics within those broad categories include:

Scope of Practice

RN Practice

RNSP, cosmetics, workplace, professional responsibilities

NP Practice

Cosmetics, self-employment, prescribing, authority, policy

Self-employed

Cosmetics, liability protection, practice hours requirements

RN(AAP) Practice

CDTs, RNSP, medication management, advanced practice, prescribing

Legal/Regulatory

Licensing

Practice hours requirements, virtual care, self-employment

Legal Responsibilities/Issues

Virtual care, self-employment, COVID-19, liability protection, boundaries

CCP

Professional responsibilities, education, competency, practice hours requirements

Standards, Competencies and Code of Ethics

Complying with Standards

Documentation, medication management, workplace, professional responsibilities, safety

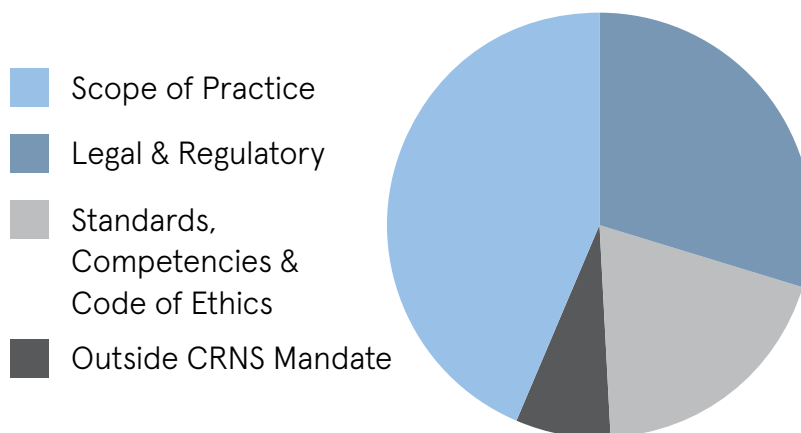
Workplace Environment

Safety, medication management, policy, staffing

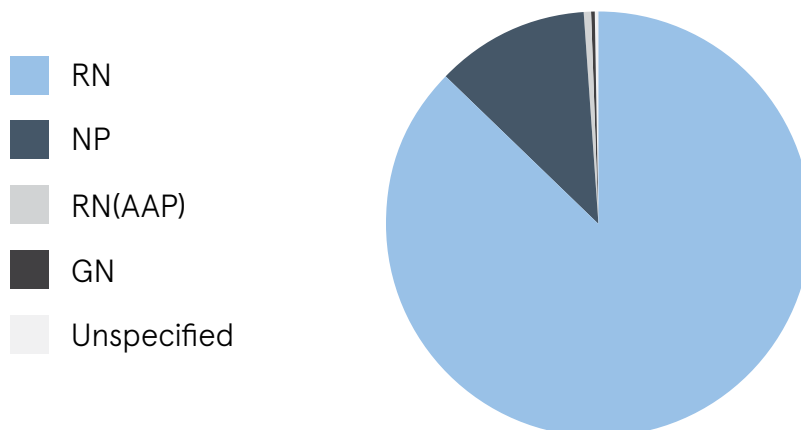
Maintaining Competencies

Competency, employment, education, workplace, medication management

Consultations by Category



Connections with Practice Advisors by Group



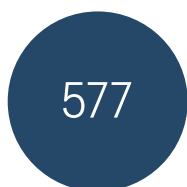
NCLEX-RN & CNP Exams



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

NCLEX First-Attempt Pass Rate in Saskatchewan

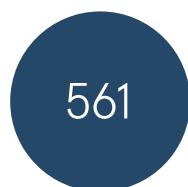
Total Writers 2020



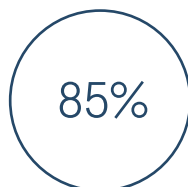
Pass Rate



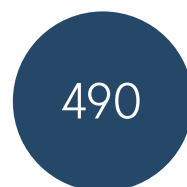
Total Writers 2021



Pass Rate



Total Writers 2022



Pass Rate



Canadian Nurse Practitioner Licensure Exam Results

The CRNS approves eligible candidates to write the Canadian Nurse Practitioner Licensure Exams (CNPE), which vary based on the stream of practice to which candidates are applying. There are four streams of practice, each with its own exam: Family/All Ages, Adult, Pediatric and Neonatal.

Candidates from Saskatchewan who wrote the Family/All-Ages CNPE

A total of 20 candidates wrote the CNPE in 2022. The pass rate for Saskatchewan writers was 85 percent.

Registrant Information

As a profession-led organization, registrants are the foundation of the CRNS. 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 CRNS registrants. Understanding the makeup of the registrants is essential in providing the practice guidelines, educational resources and opportunities to advance our professional practice. Within the spirit of collaboration and innovation, the CRNS encourages leadership and registrant engagement to support quality practice environments and deliver on our mandate of protecting the public through regulatory excellence.

Registrant Total & Method of Registration

	2018	2019	2020	2021	2022
Registered by Examination	552	610	555	652	443
Registered by Endorsement	123	118	134	263	722
Renewal/ Re-registration	11,125	11,230	11,289	11,672	11,969
Total Practicing	11,800	11,958	11,987	12,587	13,134*
Graduate Nurses	327	330	375	363	344
Non-Practicing	260	242	234	280	243
Retired	425	559	649	721	811
Life & Honorary	41	37	40	40	40
Total Membership	12,853	13,126	13,285	13,991	14,572

*Of the 13,134 Practicing Registrants, there were 129 Virtual Care Licenses issued.

Nurse Practitioners (NP) Licensed by Specialty

	2018	2019	2020	2021	2022
Primary Care	251	258	269	307	326
Pediatric	5	5	6	6	5
Neonatal	8	7	6	5	6
Adult	2	2	3	3	5
Adult Women's Health	1	1	1	1	1
Total	267	273	285	322	343

RN(AAP) Membership

	2018	2019	2020	2021	2022
Total Membership	111	115	110	106	104

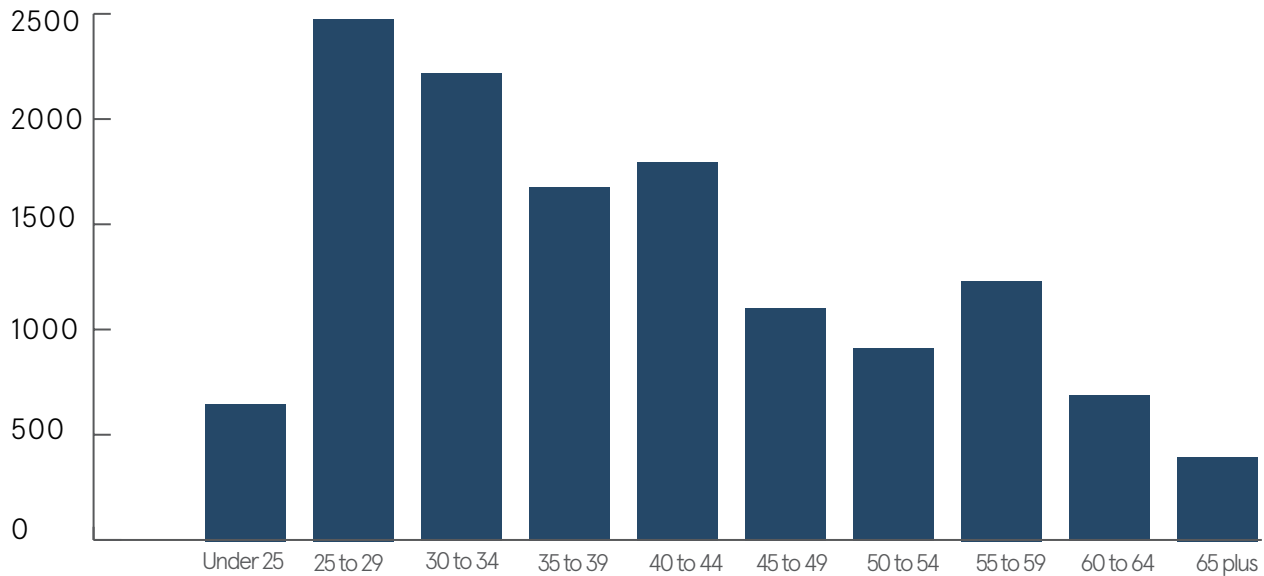
Internationally Educated Nurses (IEN) Applicants

- 35** new IEN applications
- 9** *referral: Substantially Equivalent Competency Assessment (SEC)
- 19** *referral: Registered Nurse Bridging Program for Internationally Educated Nurses (RNBP/IEN)
- 12** *offered NCLEX-RN eligibility
- 19** *passed the NCLEX-RN
- 5** *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. The numbers reported do not include applicants recruited as part of the government's health human resource strategy.

Age Groups for Practicing RNs & NPs

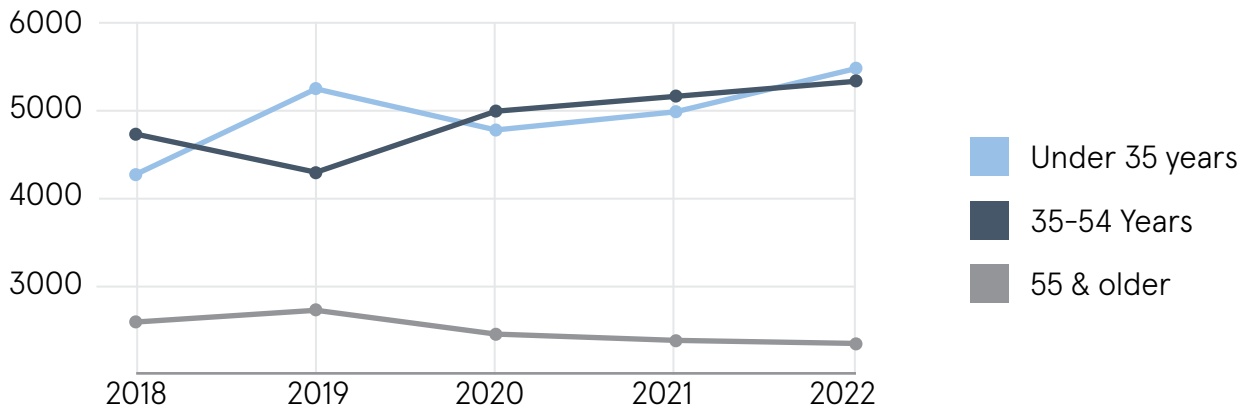
In 2022, RNs and NPs in the 25 to 29 and 30 to 34 age ranges represented the largest demographic age groups. Source: CRNS 2022 Membership Year Data



Employed in Registered Nursing

- 6876** Full time
- 3165** Part time
- 1643** Casual
- 105** Employed in nursing but status unknown
- 85** Not disclosed
- 62** Not employed and seeking employment in nursing
- 20** Not employed and not seeking employment in nursing
- 13** Employed in other than nursing and seeking employment in nursing
- 3** Employed in other than nursing and not seeking employment in nursing

Trends in the Age of RNs & NPs



Trends in Migration

	2018	2019	2020	2021	2022
In-migration	157	117	134	263	722
Out-migration **	507	455	412	617	807

A total of 722 in-coming applicants with the most coming from: Ontario; Alberta; and British Columbia.

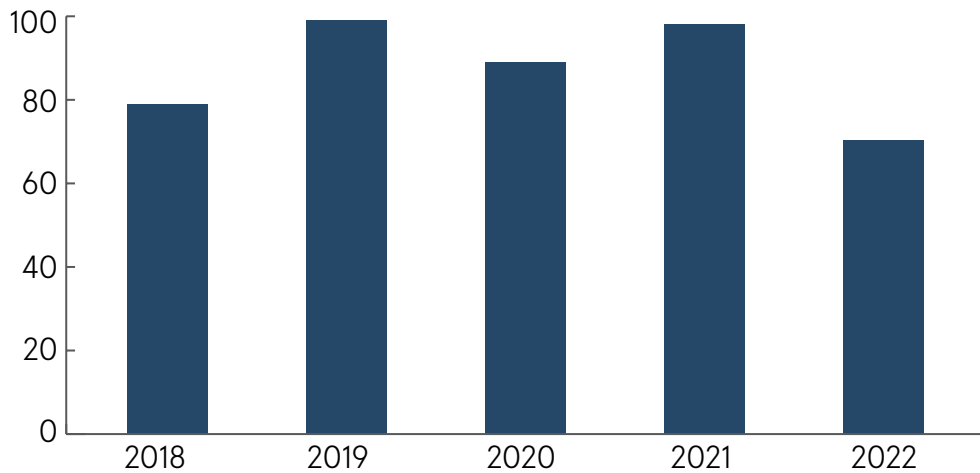
A total of 807 verifications were sent to other provinces or out of the country, with the most sent to: Alberta (145); CGFNS (120); British Columbia (113); and Ontario (66).

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

Investigations



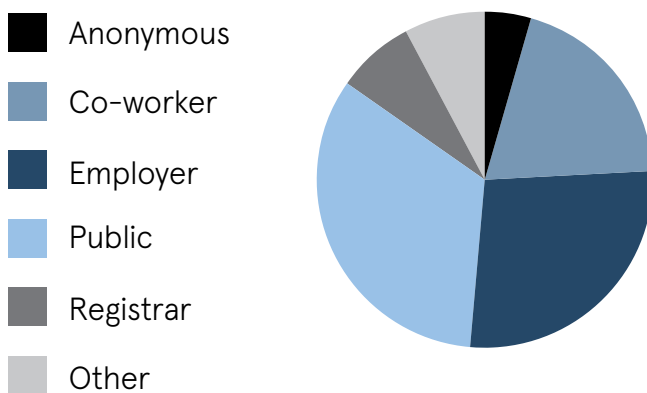
Reports Received 2018-2022



Notification Timelines

Complaints and Investigation provides written notification of a written report to the writer and member within 30 days of receipt. In 56 percent of the cases initiated in 2022, written notification was completed within the expected timeframe. The written notification was completed outside of the expected timeframe in 44 percent of the cases initiated in 2022.

Reports by Source



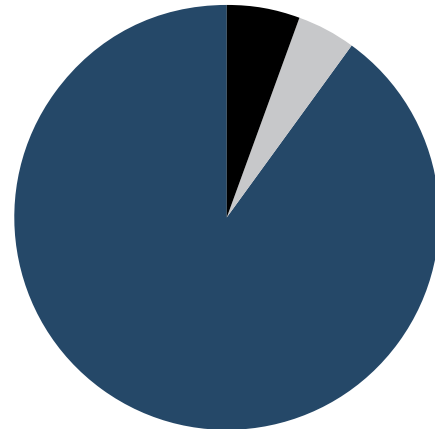
Nature of the Report

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



Decisions Rendered Timelines

- Decisions rendered within 4 months
- Decisions rendered within 5 months
- Decisions rendered within 6 months or more



Top Three Allegations

Professional Incompetence

1. Lack of appropriate assessment, needs identification, outcome identification, planning and intervention skills
2. Inappropriate medication practices
3. Inappropriate documentation

Professional Misconduct

1. Not following hospital policies/procedures
2. Inappropriate interpersonal relationship
3. Failure to follow physician orders

Investigation Committee Decisions

- 9 Closed (insufficient evidence to proceed to full investigation)
- 24 Dismissed
- 19 Letter of Guidance
- 29 Consensual Complaint Resolution Agreement (CCRA)
- 8 Discipline Hearing
- 10 Withdrawn by complainant
- 14 Written Reports not moved to investigation (not covered by *The Registered Nurses Act, 1988*)

Discipline Costs

In 2021, five discipline hearings were conducted; all but one were conducted virtually. The total cost in 2021 was \$360,488. Legal fees encompass a large portion of expenses related to professional conduct; therefore, the CRNS decided to hire an in-house legal counsel in the fall of 2021 to mitigate some of the costs incurred.

In 2022, there were three discipline hearings conducted, all virtual. The total cost in 2022 was \$42,499.

Committees

Each year, members of the public and CRNS registrants – RNs, NPs and RN(AAP)s – contribute time and expertise to more than a dozen committees that provide oversight to the CRNS’s work and deliver on the mandate of protecting the public through regulatory excellence. The CRNS 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. The Committee drafts, reviews, and recommends revisions when directed by Council.

The Committee met three times in 2022 to review and recommend the CRNS Bylaw amendments that were presented to Council. CRNS received Ministerial approval for the 2022 regulatory Bylaw amendments.

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

Committee Members

Moni Snell, NP, Chair, Regina
Jennifer Radloff, RN, Nipawin
Ronda Zinger, RN, Saskatoon
Ann-Marie Urban, RN, Regina
James (Jamie) Struthers, Public Representative, Regina

Staff Support

Cindy Smith, RN
Donna Marin, RN
Cheryl Hamilton, RN
Christa Weber, Legal Counsel
Julie Szabo

Registration & Membership Committee

The Registration & Membership Committee makes recommendations to the Registrar with respect to administrative policy and/or individual cases regarding the requirements for registration/licensure and membership in accordance with *The Registered Nurses Act, 1988* and current Bylaws. The Committee consists of a mix of RNs and Public Representatives.

Activities of the Registration & Membership Committee in 2022 included:

- Three meetings to review and make recommendations to the Registrar regarding the following:
 - Extension of time of the Bylaw requirement for writing of the NCLEX;
 - Use of a Licensure Agreement for initial licensure;
 - Substantive Equivalence Competence (SEC) retake request; and,
 - Recognition Of Practice (ROP) request(s).
- Review of candidates and selection of the auditors for the 2021 CCP audit.

All activities of this committee were held virtually.

Committee Members

Lynn Jansen, RN, Chair, Regina
Maria Estorco, RN, Saskatoon
Gina Fleming, RN, Regina
Patricia Harlton, Public Representative, Regina
Jennelle Hubick, NP, Strasbourg
Rodney Luhnning, Public Representative, Lumsden

CRNS Staff Support

Cheryl Hamilton, RN
Deborah Pearson
Leah White, RN

Nominations Committee

The Nominations Committee recruits potential RN and NP candidates for the CRNS annual election for Council and the Nominations Committee positions. The Committee met five times throughout 2022 to discuss strategies for recruiting registrants to let their names stand for election

For the spring 2022 election, the Nominations Committee provided the following slate of candidates:

- One candidate for Member-at-Large Electoral Region 1 (one-year term)
- One candidate for Member-at-Large Electoral Region 2 (one-year term)

- One candidate for Member-at-Large Electoral Region 3 (three-year term)
- One candidate for Member-at-Large Electoral Region 5 (three-year term)
- Five candidates for the Nominations Committee (two-year term)

The CRNS used Association Voting, an online e-voting system for the election from March 28, 2022, to noon on May 5, 2022. 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.

Forms and information for the 2023 CRNS Council Election were available on the CRNS website in November 2022. The Nominations Committee made emails and phone calls to more than 290 registrants who expressed interest through their registrant profiles. The Committee answered questions and provided information on the available positions.

A strategic social media campaign was used to promote Council nominations. In November 2022, the communications strategy promoting the open positions started with a message from the Council President, and then an email was sent to all practicing registrants. A poster was mailed out in December 2022 to the CRNS Liaisons to share within their locations. The November 2022 digital News Bulletin also promoted the call for nominations. The Executive Director sent an email promoting the nominations to all CRNS registrants. This email included links to the website that houses information on nominations, including the Q&As, electoral map and nomination forms. A streamlined process for nominations and submissions was developed to make the process easier for registrants. Facebook groups were utilized to inform registrants of positions open on Council and the Nominations Committee.

Committee Members

Warren Koch, RN, Chair, La Ronge
 Jan Devitt, Public Representative, Regina
 Jenise Schneider, RN, Meadow Lake (to May 2022)
 Andriy Guravskyy, RN, Saskatoon (to May 2022)
 Noelle Rohatinsky, RN, Saskatoon (from May 2022)
 Grace Onwuka, RN, Saskatoon (from May 2022)

CRNS Staff Support

Tonya Blakley (to October 2022)
 Talitha Smadu McCloskey (from October 2022)
 Terri Belcourt, RN (from October 2022)
 Lesley Stronach (from April 2022)
 Wendy Grant (to April 2022)

Professional Practice Groups

The CRNS's Professional Practice Groups (PPG) are registrant-driven groups based on specific topics or areas of practice. PPGs promote professional growth, provide professional development in nursing practice, and promote networking and support within the community of RNs. Highlights of the CRNS PPG's activities for 2022 include:

kā-wīci-pimohtēmāt:

- In December 2022, the CRNS was happy to introduce the newest CRNS PPG: (gaah-weechi-bimohte-maat): a person who walks with others in their journey. kā-wīci-pimohtēmāt is a group of Indigenous nurses whose goal is to educate, collaborate, and enable all Saskatchewan nurses to work together to address the current health disparities between Indigenous and non-Indigenous peoples and to facilitate a platform for direct communication between the CRNS and the Indigenous nurses in this province, in line with the *Truth and Reconciliation Commission of Canada: Calls to Action, 2015*.

Saskatchewan PeriOperative RN Group (SORNG):

- Held an Annual General Meeting on October 15, 2022, and CRNS President Frankie Verville, NP, brought greetings to the event.
- Held an Annual Conference in Regina, October 2022, in conjunction with the PeriAnesthesia Nurses Group of Saskatchewan (PANGS).
- In November, a SORNG member won the theme submission for the National PeriOperative Nurses Week.
- Established an online presence through social media—Facebook and Instagram.
- Researched and advocated for the role of RN First Assists in Saskatchewan.

PeriAnesthesia Nurses Group of Saskatchewan (PANGS):

- Annual General Meeting held on October 12, 2022.
- Annual Conference held in Regina, October 2022, in conjunction with SORNG.
- Participated in a national virtual conference in September 2022.

Pain Management:

- Annual General Meeting held March 2022.
- Facilitated half-day sessions on pain across the province in place of the Annual Conference.
- Worked with Partners in Pain, a self-management group.

Saskatchewan Nursing Informatics Association (SNIA):

- Annual General Meeting held December 12, 2022.
- Promoted the Canadian Nursing Informatics Association website to enhance its online presence nationally.

Parish Nursing:

- Annual General Meeting held September 21, 2022.
- Virtually hosted the 2022 Canadian Association of Parish Nursing Conference on May 5 and 6, 2022.

Mental Health Professional Practice Group (MHPPG):

- Annual General Meeting held July 6, 2022.
- Utilized social media platforms to educate and bring awareness to the importance of self-care, compassion, kindness, exercise, and resilience.
- Strategized how to engage nursing students early in their academic studies to promote health and well-being.

CRNS Liaisons

The role of a CRNS Liaison (formerly known as a Workplace Representative) is to be a link between the CRNS and its registrants. Liaisons act as a communication link, sharing information and CRNS resources about registered nursing, health care issues and other topics within the mandate of the CRNS.

As of December 31, 2022, the CRNS had 79 Liaisons representing a variety of practice settings across the province. We thank them all for their dedication and service to the work of the CRNS.

CRNS Mentors

CRNS Mentors (formerly known as Workplace Educators) are CRNS registrants and Liaisons who have received additional orientation and training to provide educational presentations developed by the CRNS to support accountable professional practice. As of December 31, 2022, there are eight Mentors engaged in the program. Throughout the past year, presentations requested and offered were on the CCP. With the continuing effects of the pandemic, there were fewer presentations than in previous years. We thank the Mentors for their dedication and service to the work of the CRNS.

Interprofessional Advisory Group (IPAG)

The Interprofessional Advisory Group (IPAG), which provides content expertise for the Clinical Decision Tools (CDTs) for RNs with Additional Authorized Practice [RN(AAPs)], was active in the first half of the year. The remaining 35 CDTs were reviewed and approved in June, six months ahead of schedule. This completed the review and approval of all 58 CDTs. The CDT review and approval process has evolved to adopt an evergreen process utilizing a contractor; therefore, the work of the IPAG committee is complete and in November 2022, the CRNS dissolved the IPAG Committee.

Committee Members

Doria Melville, NP, Saskatoon
Judy Rhode, RN(AAP), Saskatoon
John-Michael Stevens, Physician, Warman
David Opper, Physician, Brantford
Greg Lawrence, Public Representative, Regina

CRNS Staff Support

Barbara MacDonald, RN
Michelle Duncan

NP Advisory Working Group

The NP Advisory Working Group met once in 2022 to review NP Practice Standards and restrictions to NP practice. Committee members reviewed a list of restricted activities, the possible risk to the public if NPs continued to be restricted, and the actions the CRNS could take to remove the restrictions. Suggestions for changes to the NP Practice Standards were also captured.

Committee Members

Cindy Smith, RN, Regina, Chair
William Cannon, NP, Yorkton
Leah Currie, Public Representative, Saskatoon
Brittany Stephenson, NP, Regina
Brenda Mishak, NP, Saskatoon
Arlene Eckert, NP, Saskatoon
Maureen Klenk, NP, Regina
Tara Schmalenberg, NP, Raymore

CRNS Staff Support

Carole Reece, RN
Faith Sabourault

Nursing Education Program Approval Committee (NEPAC)

The Nursing Education Program Approval Committee (NEPAC) is created by Council and assists Council in fulfilling its responsibilities regarding approval of entry to practice nursing programs.

Activities of the NEPAC in 2022:

- A new member joined the committee filling the vacancy of a health profession representative other than nursing.
- Three comprehensive reviews were undertaken in 2022:
 - Two comprehensive reviews were completed, with both programs receiving a full seven-year approval.
 - One comprehensive review is ongoing.
 - All submitted Annual Reports were approved.
 - Two nursing education program complaints were received, reviewed and responded to by the NEPAC.

- The NEPAC attended an education session in September regarding the use of simulation in nursing education.

Committee Members

Dan Pooler, Chair, Public Representative, Regina
 Katherine Scheirer, RDA, Health Profession, Representative, Saskatoon
 Melissa Carignan, NP, Ponteix
 Mary Martin-Smith, RN (retired), Regina
 Donald Kuntz, Public Representative, Regina
 Donna Strilaeff, RN, Saskatoon
 Liliana Canadic, RN, Government Representative, Regina
 Wendy Wilson, RN, Leader

CRNS Staff Support

Carole Reece, RN
 Terri Belcourt, RN
 Faith Sabourault

Membership Advisory Committee

The Membership Advisory Committee provides student and member engagement strategies in CRNS activities. In addition, the Committee recommends member and public representation to CRNS internal and external committees. During the year, the Committee appointed or re-appointed 14 CRNS members to internal and external committees and made recommendations to Council for appointments to Statutory and Council committees.

Committee Members

Brenda Faith Bae, RN, Saskatoon (from November 2022)
 Janine Brown, RN, Saskatoon (to September 2022)
 Karen Gibbons, Public Representative, Regina
 Liz Domm, RN, Regina
 Lori Boen, RN, Neuanlage
 Sarabjeet Singh, RN, Chair, Saskatoon (to October 2022)
 Sarah Tekatch, RN, Interim Chair, Saskatoon (from October 2022)

CRNS Staff Support

Tonya Blakley (to October 2022)
 Terri Belcourt, RN (from October 2022)
 Wendy Grant (to April 2022)
 Lesley Stronach (from April 2022)

Audit and Finance Committee

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

The Committee met five times in 2022 to review and

monitor the integrity and accuracy of financial reporting; systems of financial control; audit functions; and budget process.

Committee Members

Leah Thorp, RN, Chair, Regina
 Moni Snell, NP, Regina
 Mary Ellen Walker, RN, Saskatoon
 Doug Finnie, Public Representative, Saskatoon

Staff Support

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

Governance and Human Resources Committee

The Governance and Human Resources Committee assists the Council in fulfilling its oversight responsibilities and gaining reasonable assurance as to the effectiveness of governance, Council, committee and Council member effectiveness, and Council renewal.

The Committee met four times in 2022 to assist Council in providing effective oversight on behalf of the Council's relationship with the Executive Director (ED), human resources policies and plans, including its compensation, benefits plans and Code of Conduct and making recommendations to the Council.

The Committee supported Council's continued modernization by developing a Competency Matrix. A Competency Matrix can assist Council and committees in adapting from a traditional model of professional representation to one that is more inclusive and relevant in today's dynamic healthcare and regulatory landscape.

Committee Members

Kathy Chabot, RN, Chair, North Battleford
 Natalie Thiessen, RN, Prince Albert
 Joelynn Radbourne, NP, Regina
 Joanna Alexander, Public Representative, Regina
 Doug Finnie, Public Representative, Regina

Staff Support

Cindy Smith, RN
 Julie Szabo

Continuing Competence Program (CCP) Advisory Committee

The purpose of the Continuing Competence Program (CCP) Advisory Committee was to make recommendations to CRNS staff regarding the review and implementation of the mandatory CCP content and process. This ad hoc committee completed the last of the decision-making late in 2021 but was included in the reporting back on project direction and progress as it was completed in late 2022. The committee was dissolved and is no longer in place.

External Committee Representatives

Cheryl Besse, RN, Board of Directors of the Saskatchewan Prevention Institute, Saskatoon
Donna Brunskill, RN (Retired), University of Regina Senate, Indian Head
Lynn Digney Davis, NP, University of Saskatchewan Senate, Southey
Karen Eisler, RN, Canadian Nurses Protective Society Board of Directors, Regina

Investigation & Discipline Committee Overview

The Complaints, Investigation and Discipline processes protect the public as they provide an opportunity to improve unsafe or unethical practice through remediation and/or removal of unsafe or unethical RNs from practice.

The legislative authority for the Investigation Committee and the Discipline Committee comes from *The Registered Nurses Act, 1988*. The Act defines professional incompetence and professional misconduct as the threshold against which registrant's practice and conduct are measured.

The Act and Bylaws also set out the composition of the Investigation and Discipline Committees. The Investigation Committee and the Discipline Committee consist of RNs, NPs and Public Representatives.

Investigation Committee

Along with the mandated work of reviewing and making decisions related to allegations heard, activities of the Investigation Committee in 2022 included:

- Review and implementation of new processes
- Review and revision of policies and procedures
- Presentation by Sherry Joa, RN, CRNS Regulatory Services: *Recognition of Practice – The 4 Ws and 1 H*
- Presentation by Christa Weber, Legal Counsel: *COVID-19 Misinformation / Freedom of Expression Professional Misconduct Analysis Framework*

Committee Members

Janice Taschuk-Leibel, Public Representative, Chair, Pilot Butte
Brenda Andreas, Public Representative, Maple Creek
Marlee Cossette, RN, Regina
Molly Hunter, RN, Saskatoon (as of November 2022)
Laureen Larson, RN, Regina (to November 2022)
Lisa Rock, RN, Prince Albert

CRNS Staff Support

Susan Bazylewski, RN (to March 2022)
Brendalynn Ens (from March 2022)
Michelle Duncan
Melanie Hladun
Billy-Jo Howe, RN
Denise Nakonechny, RN (to August 2022)
Melissa South, RN

Discipline Committee

Any case involving the conduct, competence or behavior of an RN referred for public disciplinary hearing is heard by the CRNS Discipline Committee. Two Discipline committee education days were held in 2022, one on March 21 and the other on December 9. Presentations on sanction submissions, professional incompetence, COVID mis or disinformation, and costs from Darcia Schirr, legal counsel. Chair and Writer training was also provided by Chris Etcheverry, a long-standing Discipline Committee member, on March 10, 2022.

The CRNS Discipline Committee convened for three hearings in 2022. All activities of the committee continue to occur via video conferencing.

Mary (Lorraine) Wilson, RN #0030244

Registrant was charged with one count of professional misconduct contrary to Section 26(1) and 26(2) of *The Registered Nurses Act, 1988* and the *Code of Ethics, 2008, Code of Ethics, 2017* and the *Standards and Foundation Competencies for the Practice of Registered Nurses, 2013*.

A decision was rendered on June 23, 2022.

Lisa Bilanski (Teichroeb), RN #0034510

Registrant was charged with one count of professional misconduct contrary to Section 26 of *The Registered Nurses Act, 1988* and the *Code of Ethics, 2017*, and the *SRNA Registered Nurses Practice Standards, 2019* and *SRNA Registered Nurse Entry-level Competencies, 2019*.

A decision was rendered on July 25, 2022.

Jessica J.V. McCulloch, RN #0039641

Registrant 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 Foundation Competencies for the Practice of Registered Nurses, 2013*. The disciplinary proceedings began in 2020.

A decision was rendered on October 25, 2021.

A penalty decision was rendered on March 25, 2022.

An appeal has been filed with the Court of Queen's Bench as of April 22, 2022. The appeal is pending.

Discipline Committee Resource Pool Members

Janna Balkwill, RN, Regina
Christine Barlow, RN, Saskatoon
Joanne Blazieko, RN, Moose Jaw
Leah Clement, RN, Regina
Kristin Dutchak, RN, Regina
Christopher Etcheverry, RN, Battleford
Sophie Grahame, Public Representative, Regina
Sherstin Heino, RN, Kindersley
Michell Jesse, RN, Regina
Anne Kokesch, RN, Prince Albert
Russ Marchuk, Public Representative, Regina
David Millar, Public Representative, Regina
Jodi Romanow, RN, Melfort
Natasha Shyiak, RN, Regina
Kari Stabblers, RN, Unity
Elaine Stewart, RN, Pilot Butte
Frank Suchorab, RN, Martensville
Stella Swertz, RN, Weyburn (Retired as of December 2022)
Leonard Wegner, RN, Maidstone
Ambrosia Varaschin, Public Representative, Martensville
(Resigned December 2022)

CRNS Staff Support

Cheryl Hamilton, RN
Leah White, RN
Karen Rhodes

Financial Statements

INDEPENDENT AUDITORS' REPORT ON THE SUMMARY FINANCIAL STATEMENTS

To the Members College of Registered Nurses of Saskatchewan

Opinion

The summary financial statements, which comprise the summary statement of financial position as at December 31, 2022, the summary statement of operations for the year then ended, and related notes, are derived from the audited financial statements of College of Registered Nurses of Saskatchewan for the year ended December 31, 2022.

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, 2023.

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, 2023
Regina, Saskatchewan

VIRTUS GROUP LLP
Chartered Professional Accountants

COLLEGE OF REGISTERED NURSES OF SASKATCHEWAN
SUMMARY STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2022
(with comparative figures for 2021)

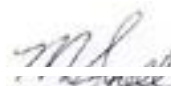
	<u>2022</u>	<u>2021</u>
Assets		
Cash	\$ 5,541,788	\$ 4,424,253
Investments	2,021,984	2,482,221
Accounts receivable and prepaid expenses	1,051,777	1,026,813
Tangible capital assets	1,019,945	1,299,920
Intangible asset	78,431	154,134
	<u>\$ 9,713,925</u>	<u>\$ 9,387,341</u>
 Liabilities		
Accounts payable and accrued liabilities	\$ 359,205	\$ 427,012
Deferred revenue and fees collected in advance	6,056,398	5,621,405
Long-term debt	-	222,395
	<u>6,415,603</u>	<u>6,270,812</u>
 Net Assets		
Invested in tangible capital & intangible assets	1,098,376	1,231,659
Unrestricted surplus	2,199,946	1,884,870
	<u>3,298,322</u>	<u>3,116,529</u>
	<u>\$ 9,713,925</u>	<u>\$ 9,387,341</u>

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

Approved on behalf of Council:



Council Member



Council Member

COLLEGE OF REGISTERED NURSES OF SASKATCHEWAN
SUMMARY STATEMENT OF OPERATIONS
FOR THE YEAR ENDED DECEMBER 31, 2022
(with comparative figures for the year ended December 31, 2021)

	<u>2022</u>	<u>2021</u>
Revenue		
Application, exam and other fees	\$ 368,795	\$ 313,645
Memberships	6,637,526	6,843,335
Interest	117,925	69,292
Other revenue	112,481	90,810
Refund of lease payments	159,353	-
	<u>7,396,080</u>	<u>7,317,082</u>
Expenses		
Affiliation fees	965,918	1,372,534
Amortization	153,228	171,332
Communications	90,952	83,648
Contracts and consulting	823,603	1,017,407
Grants, sponsorships, and awards	14,650	9,825
Insurance and property tax	40,716	38,356
Interest and bank charges	73,454	65,879
Miscellaneous	38,014	35,196
Professional development and meetings	249,783	261,817
Rent and lease	91,362	106,412
Repairs and maintenance	63,669	66,741
Supplies, equipment and software	514,866	327,258
Utilities	66,643	57,984
Wages and benefits	3,985,217	3,784,932
	<u>7,172,075</u>	<u>7,399,321</u>
Deficiency of revenue over expenses before other items	224,005	(82,239)
Other items		
Gain on sale of tangible capital assets	223,117	-
Unrealized loss on investments	(265,329)	(25,751)
Excess (deficiency) of revenue over expenses	<u>\$ 181,793</u>	<u>\$ (107,990)</u>

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

CRNS Staff 2021

Executive Office

Cindy Smith, RN, Executive Director
Christa Weber, Legal Counsel
Cheryl Weselak, Human Resources Generalist
Julie Szabo, Executive Assistant, Governance
Victoria Kos, General Accounting Specialist
Susan Greenman, Senior Assistant, Facilities, Accounting & Administration (to March 2022)
Danette Peterman, Senior Assistant, Facilities, Accounting & Administration (as of March 2022)

Communications & Public Relations

Tonya Blakley, Director, Communications & Public Relations (to October 2022)
Talitha Smadu McCloskey, Communications Specialist (to October 2022)
Talitha Smadu McCloskey, Interim Manager, Communications & Public Relations (as of October 2022)
Adam Lark, Technology & Design Specialist
Marin Pinku, Information & Technology Specialist
Brad Yarotsky, Technology & Multimedia Specialist
Wendy Grant, Senior Assistant, Communications & Public Relations (to April 2022)
Wendy Grant, Administrative Assistant, Regulatory & Communications (as of May 2022)
Lesley Stronach, Senior Assistant, Communications & Public Relations (as of April 2022)
Brenda McLeish, Assistant, Communications & Customer Relations (to December 2022)

Regulatory Services

Cheryl Hamilton, RN, Registrar & Director, Regulatory Services
Donna Cooke, RN, Nursing Advisor, Regulatory Services
Susan Bazylewski, RN, Nursing Advisor, Complaints & Investigation (to March 2022)
Brendalynn Ens, RN, Term, Nursing Advisor, Complaints & Investigations (as of March 2022)
Denise Nakonechny, RN, Nursing Advisor, Complaints & Investigation (to August 2022)
Billy-Jo Howe, RN, Nursing Advisor, Complaints & Investigation (to March 2022)
Billy-Jo Howe, RN, Interim Manager, Complaints & Investigation (as of March 2022)
Billy-Jo Howe, RN, Manager, Complaints & Investigation (as of December 2022)
Sherry Joa, RN, Nursing Advisor, Regulatory Services
Leah White, RN, Nursing Advisor, Regulatory Services
Susan Furman-Pelzer, NP, Term, Nursing Advisor, Prescription Review Program

Melanie Hladun, Program Assistant, Complaints & Investigation
Melissa South, RN, Nursing Advisor, Complaints & Investigation
Deborah Pearson, Program Assistant, Regulatory Services
Karen Rhodes, Program Assistant, Regulatory Services
Dawn Aschenbrener, Administrative Assistant, Regulatory Services
Nikita Schmidt, Administrative Assistant, Regulatory Services
Wendy Grant, Term, Administrative Assistant, Regulatory & Communications (as of May 2022)

Nursing Practice

Terri Belcourt, RN, Director, Practice
Donna Marin, RN, Nursing Advisor, Practice
Jolene Issel, RN, Nursing Advisor, Practice (to May 2022)
Joleen Klassen, RN, Nursing Advisor, Practice (as of August 2022)
Shayna Moore, RN, Nursing Advisor, Practice
Barbara MacDonald, RN, Nursing Advisor, Practice
Carole Reece, RN, Nursing Advisor, Practice
Faith Sabourault, Senior Assistant, Practice
Michelle Duncan, Administrative Assistant, Practice

CRNS Virtual Annual Meeting Agenda

MAY 3, 2023

Time	Agenda Item
1:00 pm	1. Call to Order 1.1 Welcome 1.2 Opening Blessing: Knowledge Keeper Judy Pelly 1.3 Call to Order 1.4 Rules of Order 1.5 Approval of Agenda
1:20 pm	2. CRNS President's Report
1:35 pm	3. CRNS Executive Director's Report 3.1 Financial Report
1:50 pm	4. Bylaws
2:50 pm	5. Election Results
3:05 pm	7. Closing Blessing: Judy Pelly
3:15 pm	8. Adjournment



©2023 College of Registered Nurses of Saskatchewan
Email: info@crns.ca
Phone: 306.359.4200 (Regina)
Toll-Free: 1.800.667.9945