



COLLEGE OF REGISTERED NURSES OF SASKATCHEWAN
2023 ANNUAL REPORT





April 15, 2024

To the Honorable Minister Paul Merriman:

We are honored to submit the College of Registered Nurses of Saskatchewan's 2023 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 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,

Moni Snell, NP
CRNS Council President

Cindy Smith, RN
CRNS Executive Director

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President's Message



CRNS President:
Moni Snell, NP

Moni Snell

I began my presidential journey in May 2023, taking on this important leadership role amidst continuous change in the health care system, health regulation and within the CRNS itself. The CRNS Council and staff spent the year further incorporating more changes related to governance reform, looking at new and creative ways to engage with members of the public and increase brand recognition, collaborating with other health regulators and partners, and working with the government to regulate registered nursing in the public's interest. 2023 was a year of continued transformation, focus and refinement, so it is with great pleasure I present the 2023 Annual Report.

As with 2022, a focus on governance excellence continued to be a priority for Council in 2023. With consultation from outside experts, including The Regulator's Practice consulting firm and other health care regulatory bodies outside of Saskatchewan, we've made strides to strengthen our governance practices and policies, enhance our governance committees, refine council meetings, and develop a Council nomination process. The work of the Council nomination and appointment process will be fully realized in 2024, but both the Nominations Committee and Council began work to put the necessary policies and practices in place. 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.

In addition to the internal changes the CRNS has been incorporating, the Council and staff also worked hard throughout 2023 to incorporate the amendments to *The Registered Nurses Act, 1988*, put in force by *The Miscellaneous Statutes (Health Professions) Amendment Act, 2022* (Bill 120), introduced into the Legislature on December 1, 2022, and came into effect on May 15, 2023. Several specific amendments in this new legislation were proposed by the Network of Interprofessional Regulatory Organizations (NIRO), representing all 26 regulated health professional bodies in Saskatchewan, including the CRNS. These proposed amendments will strengthen regulator transparency and accountability and provide regulators with the tools to fulfill our legal mandate to protect the public and maintain public confidence in self-regulation.

Finally, Council worked in the latter part of 2023 to refine the CRNS vision and mission and develop the strategic plan for 2024 to 2026. We considered all the lessons learned, looked at trends happening in regulation across the country and internationally, and worked with experts to determine attainable actions to focus on how we can best protect the public through the regulation of RNs and NPs.

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 2023. 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 RN and NP practice in Saskatchewan and operating in the public's best interest.

Executive Director's Message



CRNS Executive Director:
Cindy Smith, RN

C. Smith

Every workday, the CRNS team delivers many services in the public interest. We've continued 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 publicly share the work of the CRNS in 2023 and how we're answering our call to care.

Throughout 2023, we continued working with both regulator and government partners, specifically in relation to the Government of Saskatchewan's Health Human Resources Action Plan and the Philippine Recruitment Mission. We also worked with employers to implement a Supervised Practice Experience, where registrants enhance their nursing knowledge, skill, and judgment under the guidance and direct supervision of an experienced

RN or NP. We also continued to work on scope of practice pieces, including RN prescribing and NP Scope Optimization. Additionally, we continued our involvement with the Canadian Council of Registered Nurse Regulators (CCRNR) and developed the revised Nurse Practitioner Entry-Level Competencies (NP ELCs) for review and approval by the provincial/territorial regulators.

Finally, in 2023, the CRNS Staff and Council further homed in on our responsibility as individuals, health care providers and leaders to learn the truths of our past and understand the importance of incorporating reconciliation in all we do. This year, we came together as champions of change, united by a common goal—the pursuit of truth, the journey toward reconciliation, and the unwavering commitment to end racism in our health care system. Reconciliation requires understanding our colonial history and for all RNs and NPs to respond to the Truth and Reconciliation Calls to Action. As RNs and NPs, we are committed to including First Nation, Métis, and Inuit perspectives and ensuring their knowledge systems are honored, respected, valued, and integrated into nursing practice. We must collectively commit to learning their truths and our Canadian history to develop authentic, meaningful, and respectful relationships with all Indigenous Peoples. In May 2023, led by the CRNS's Anti-Racism Working Group with oversight by Dr. Holly Graham, we collaborated with employers, educators, regulators, direct care providers, leaders, and members of the public from across the province to create a video to offer a heartfelt apology and to make a commitment to taking action to make the health care system safer for the Indigenous Peoples of this nation. The video was released during the week leading up to the National Day for Truth and Reconciliation.

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 and NPs 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. We are pleased to share the details of our hard work in 2023.

Knowledge Keeper's Message



Knowledge Keeper: Judy Pelly

I am honoured to work with the CRNS as the Knowledge Keeper this past year. The meaningful engagement that the CRNS has shown relative to the TRC and the Calls to Action related to Indigenous health care is meaningful and significant to the term, "Nothing about us without us." Authentic leadership is important during these times when Indigenous people are often marginalized and face discrimination and racism. The Council has been very active in being inclusive of Indigenous health care issues.

This year, the CRNS developed a video showcasing various topics to help the audience understand working together in mutually beneficial relationships. The CRNS's commitment to TRC is evident in all our meetings, where we share various Indigenous traditional teachings, such as the 7 Sacred Grandfather Teachings: Love, Respect, Truth, Courage, Honesty, Wisdom, and Humility. These teachings are respected and practiced in all our work together.

This coming year, we will continue to work together with meaningful change and continued sustainability as we create welcoming spaces by incorporating Indigenous culture wherever we can. I look forward to another amazing year continuing strong connections across the province and recognizing our diversity.

Megwetch for another great year together.

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 and Nurse Practitioners on how to identify racism that is perpetrated in health care settings. And more importantly, support Registered Nurses and Nurse Practitioners 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



Moni Snell, NP
President
Term 2023-2025



Mariam Nganzo, RN
Member-at-Large
Region: 1
Term 2023-2026



Janna Krismer, RN
President-Elect
Term 2023-2025



Alison Morris, RN
Member-at-Large
Region: 2
Term 2023-2026



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



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



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



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



Kathy Chabot, RN
Member-at-Large
Nursing Practice Area:
nursing education,
nursing administration,
policy or research
Term 2020-2023 | 2023-2026



Doug Finnie, MBA, Pro Dir
Public Representative
Appointed May 2018-May 2026



Gaston de la Sablonniere
Public Representative
Appointed April 2023-April 2026



Ryan Klassen
Public Representative
Appointed April 2023-April 2026



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

Some of the ways the CRNS actioned reconciliation in 2023 include:

- The CRNS continued to support and work with the Anti-Racism Working Group, consisting of interested CRNS employees and three external community members. The purpose of the group is to acknowledge and to take action by 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.
- One project the Anti-Racism Working Group completed was the Truth and Reconciliation video. On May 23, 2023, the CRNS gathered members of the public and nurses from across the province—representatives from the College of Licensed Practical Nurses of Saskatchewan (formerly the Saskatchewan Association of Licensed Practical Nurses), the Registered Psychiatric Nurses Association of Saskatchewan, the Saskatchewan Health Authority, the Northern Inter-Tribal Health Authority (NITHA), the Saskatchewan Association of Nurse Practitioners, the CRNS Indigenous Nurses Professional Practice Group, nursing program Deans and educators from the University of Saskatchewan, University of Regina and Saskatchewan Polytechnic, direct care providers, health care leaders, employers, CRNS Council and staff—at Wanuskewin Heritage Park just outside of Saskatoon to film a video sharing our collective commitment to Truth and Reconciliation and to apologize for the harm caused by nurses to First Nations, Inuit and Metis Peoples. To mark the National Day of Truth and Reconciliation on September 30, the video was released and shared with all registrants, partners, and the public. A special thank you to Dr. Holly Graham, Ph.D., R.D. Psychologist, RN, BA, BScN, MN, Associate Professor, Indigenous Research Chair in Nursing, Department of Psychiatry, College of Medicine at the University of Saskatchewan, for partnering with the CRNS to lead this project.
- In addition to releasing the video, the CRNS sent a letter and bookmark leading up to the National Day for Truth and Reconciliation. The letter detailed the CRNS’s heartfelt apology on behalf of the health care system and nursing education programs that are embedded with colonial hierarchical power structures, thinking and practices. The bookmark serves as a reminder of the horrific impacts of colonialism and affirms the commitment of RNs and NPs to integrate Truth and Reconciliation practices into their daily lives. The letter concluded by encouraging all registrants to embrace Truth and Reconciliation not just as a professional obligation but as a moral imperative.
- The CRNS is developing a Racism in Health Care Trend within the Nursing Education Program Approval framework. While racism impacts more than Indigenous People, no other group of people has experienced the genocide in Canada like Indigenous People have. The CRNS is committed to taking action to reduce racism in health care, and adding the nursing trend is one way we hope to improve the safety of all clients in the health care system.
- To reflect the CRNS’s commitment to truth and reconciliation and to continue to build relationships with the Indigenous community, the CRNS invited Saskatchewan Indigenous artists to submit expressions of interest to create and deliver a piece of art. With the help of the Sakewewak Artists Collective, the CRNS connected with Jamie Page (she/her). Jamie comes from Carry the Kettle First Nation and has a passion for health, health care and revitalizing Indigenous world views, and incorporates these two passions into her art. The artwork is displayed on the wall in the CRNS Boardroom, with prints created to be shared more widely within the CRNS community.



Artist: Jamie Page
Artwork Title: Good Medicine
Materials: Acrylic paint pen and watercolour brush pen on watercolour paper. 20 x 26".

This artwork, *Good Medicine*, acknowledges the past and looks meaningfully to the future by integrating Indigenous worldviews with nursing values.





Public Engagement

In 2023, the CRNS implemented a range of strategic initiatives to enhance public engagement and awareness. Notably, the CRNS expanded its outreach efforts through strategic advertising in rural and urban newspapers, weeklies, and magazines. Additionally, the CRNS leveraged digital platforms, notably growing its presence on Facebook to disseminate relevant news and updates, keeping a focus on its overarching objective of promoting its new brand identity and purpose.

A significant addition to its engagement strategy was its participation as an exhibitor at the Canadian Western Agribition from November 20-25, 2023. This event, attended by over 140,000 individuals, provided a unique platform for the CRNS to increase its brand recognition and share its mandate with a diverse audience.

The CRNS will continue to utilize the annual Inshatrix public engagement survey, ensuring ongoing evaluation and refinement of outreach efforts.

Risk Forum

Representatives from the Saskatchewan Health Authority, the Registered Psychiatric Nurses Association of Saskatchewan, the College of Licensed Practical Nurses of Saskatchewan (formerly the Saskatchewan Association of Licensed Practical Nurses) and the CRNS gathered in Regina in late November 2023 for a risk forum.

Regulators, employers, and nursing professionals each have a role in addressing the inherent risks of health care; however, each has different authority and ability to do so. This forum was an effort between regulators and employers of regulated professionals to have a discourse about the relationship with public risk common to both. The facilitated forum created an opportunity for an open and interactive discussion about the range and types of risks the public faces while accessing health care, particularly while receiving nursing care. At the end of the discussion, it was determined that further conversations with an opportunity for collaborative problem-solving are needed to address risk and improve the health care system through safe nursing care.

Philippine Recruitment Mission

The CRNS continues to actively participate 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 in addition to numerous meetings/discussions related to the settlement of the RNs and their families. In December, the Executive Director Cindy Smith was invited by the Chief Nursing Officer, Ministry of Health, to speak with a group of approximately 50 Filipino-educated RNs. She shared her RN experiences and listened to their initial impressions of transitioning to registered nursing in Saskatchewan.

By year-end, the CRNS had received 335 National Nursing Assessment Service (NNAS) reports and referred 223 candidates to the bridging program offered by Saskatchewan Polytechnic.

NEPAC & Approved Programs

One of the responsibilities of the CRNS is to approve entry-to-practice registered nursing education programs. This responsibility is delegated to the Nursing Education Program Approval Committee (NEPAC) by the CRNS Council.

One of the functions of the NEPAC is to do a comprehensive review of each entry-to-practice registered nursing education program—both RN and NP—every seven years. The NEPAC requests evidence from the programs related to nursing program governance; client and student safety; qualified faculty; the curriculum mapping standard, which assesses the theory, application, and evaluation of the curriculum as it relates to the entry-level competencies (ELC); first-time pass rates for graduates of the program; graduate assessment survey of their readiness to practice; and preceptor assessment survey of each graduate's readiness to practice.

Curriculum mapping is the most challenging portion of the comprehensive review for both the registered nursing education programs and the NEPAC review, as evidence needs to be provided by the registered nursing education programs to demonstrate that the program is teaching the ELCs. The curriculum map is worth 40 percent of the total score for program approval. Programs provide evidence on how the theory related to each ELC is taught, the concepts applied to practice and how the student is evaluated. The common goal of the education programs and the NEPAC is to ensure that graduates of the education programs have the competencies they need to provide safe, competent and ethical care.







New & Revised Documents

Through consultation and collaboration, the CRNS continues to create and revise documents pertinent to RN, RN(AAP) and NP practice. Key updates to practice changes are shared in collaboration with partners. Resources support registrants in complying with practice expectations within their legislated scope in the public's interest. The resources listed below were created because of trends seen through professional conduct and practice consultation.

Key updates from 2023 include:

- Saskatchewan Biosimilars Initiative update
- Extension to the temporary exclusion of eligibility for Medical Assistance in Dying (MAiD)
- NPs Enabled to Order or Request Medical Imaging
- Northumberland Pharmacy Closure
- Criteria and exclusions for IV Hydration Therapy to be considered RN practice
- National Overdose Response System
- Pediatric Antimicrobial Stewardship Program

New Resources for RNs and NPs developed in 2023 include:

- Aesthetics Nursing
- Working with Unregulated Care Providers
- Ending the NP-Client Relationship

The NP Entry-Level Competencies were created nationally through the Canadian Council of RN Regulators (CCRNR) Nurse Practitioner multi-year Regulation Framework Implementation Plan Project (NPR-FIPP). The new NP Entry-Level Competencies were approved and implemented.

The Registered Nurses Act, 1988 was updated to reflect omnibus legislation changes impacting all Saskatchewan health regulators.

Education Strategy

The Education Strategy Team was formed in May 2023. The Team's objectives were to develop a process for providing registrants with learning opportunities that connect to profession-led regulation, Practice Standards, Entry-Level Competencies, and the Code of Ethics. In addition to the foundational documents, the learning will align with common themes identified from professional conduct and practice. The Team will identify and prioritize opportunities from a needs assessment and then, each renewal year, identify and implement a process for ongoing feedback on learning needs and provide various sustainable learning opportunities. The learning opportunities will help support good practice and prevent poor practice in the interest of public safety and protection. The learning provides a foundation to help nurses build on their practice and foster mutual engagement with the CRNS. In 2023, the team sent a survey to all registrants to determine what registrants want to learn and how they want the learning opportunities delivered. In 2024, the Team plans to develop learning opportunities and create an evaluation tool. The Education Strategy Team strives to promote safe, competent, ethical, and culturally safer care.

Supervised Practice Experience

One of the bylaw changes introduced in 2023 provides registrants with several new options to maintain their eligibility for licensure. The supervised practice experience (SPE) is one of the options. The SPE aims to support registrants to re-achieve entry-level competence and prepare them for general practice. It is a method for eligible registrants, likely those formerly licensed with the CRNS, who do not meet the hourly bylaw requirement for maintaining eligibility to demonstrate competence.

Participation in the SPE is voluntary and can be completed in various practice settings. Employer support is required as registrants must complete a minimum number of supervised practice hours. CRNS registration staff work closely with employers to implement and support the registrants' progress throughout the SPE; there is a high level of interest.

Upon successful completion of the SPE, the registrant is deemed to have met the requirements for licensure renewal.

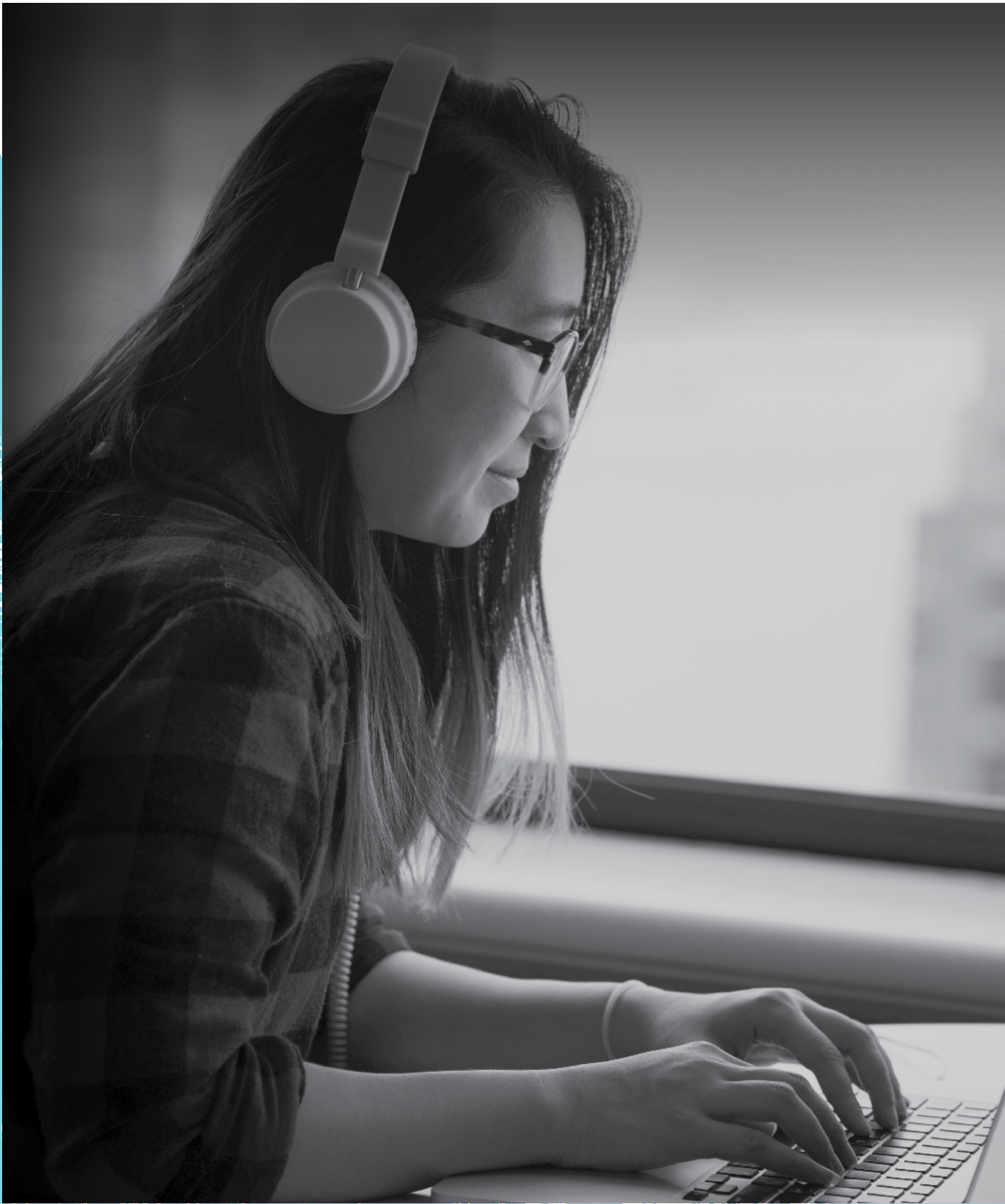
In 2023, 14 registrants were deemed eligible for the SPE.

RN Prescribing

In 2023, as conversations continued, two new questions arose – how would a new prescribing framework be different than the RN(AAP) model? How would the public know what to expect of a new prescriber group? Discussions shifted to how the RN(AAP) model could be used outside of primary care to serve patient populations that could benefit from RN prescribing. Community health, wound care, mental health, and chronic disease management arose as possible areas. Based on this idea, conversations with partners began – how could existing RN(AAP) courses be used to acquire the required competencies to prescribe in specialty areas? How would the courses need to be modified, if at all? By the end of 2023, a list of potential areas with contacts had been created to explore the possibility of pilot areas. Existing regulations and bylaws are in place to support pilot areas, and we look forward to testing this idea in 2024.







Revised CCP Evaluation

The revised CCP was officially launched for the 2023 licensure year (December 1, 2022 – November 30, 2023).

With the launch, registrants completed their CCP online in a specially developed portal. Several resources are available on the CRNS website, 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, a sample learning plan for all practicing categories and frequently asked questions.

Registrants were afforded the opportunity to provide feedback on the revision to the program and online platform via links available on the CRNS website and/or an email stating they have submitted their completed CCP. 446 registrants provided feedback. The results of the feedback have been very positive.

- 88% of respondents found the online platform was easy to use (yes/no)
- 89% of respondents felt that they had adequate resources to complete the CCP using the online platform (yes/no)
- 93% of respondents felt that the revision made to the CCP supports their ongoing professional development (yes/no)
- 39% of respondents felt that the revisions made to the CCP reflected the feedback provided during consultation (2% said No – 59% said n/a)

CCP Verification

The CRNS's Continuing Competence Program (CCP) is a mandatory, ongoing program that facilitates RNs, RN(AAP)s and NPs to continually enhance their practice through self-directed learning. Every RN, RN(AAP) 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 verification of registrant participation in the CCP. A random sample of practicing RNs, RN(AAP)s and NPs are selected annually to participate in the CCP verification.

The four required components of the 2022 CCP include a personal assessment, a learning plan, written feedback, and evaluation. For the 2022 CCP verification, registrants were required to submit their learning plan, one component of the CCP requirements.

The 2022 verification was conducted virtually. All information was blinded for verification to ensure registrants' confidentiality was maintained. Verifiers on the CCP panel included RNs and NPs. In total, 150 registrants were randomly selected. Of those selected, two registrants were exempted from the verification, and one registrant had their license renewal suspended as they would not provide the requested information. Of the 147 registrants, 65% met the verification requirements, and nine were provided coaching to better understand the CCP process and requirements.

Note: the CCP program was revised and moved to an online platform as of December 1, 2022, for the 2023 registration year. A revised electronic template was made available on the CRNS website. Approximately 40% of registrants completed the electronic template, which may have contributed to the higher percentage of registrants who did not meet the requirements.

Practice Consultation Services

Questions and key issues Practice Advisors answer through practice consultation are recorded and analyzed for themes. Registrants or members of the public most often called for advice related to the scope of practice of RNs, NPs and RNs (AAP)s, followed by legal or regulatory questions and discussions about Practice Standards, Entry-Level Competencies (ELC) and Code of Ethics (COE). Top topics within those broad categories include:

Scope of Practice

RN Practice

RN Specialty Practices, direct care, aesthetics

NP Practice

aesthetics, prescribing, billing, common medical disorders and scope

Self-employed

aesthetics, direct care, liability protection, professional responsibility

RN(AAP) Practice

CDTs, RNSP, medication management, advanced practice, prescribing

Legal/Regulatory

CCP

professional responsibility, coaching, education, novice practitioner

Licensing

practice hours requirements, virtual care, dual licensure

Legal Responsibilities/Issues

liability protection, documentation, aesthetics

Standards, Competencies and Code of Ethics

Complying with Standards

documentation, professional responsibility, medication management

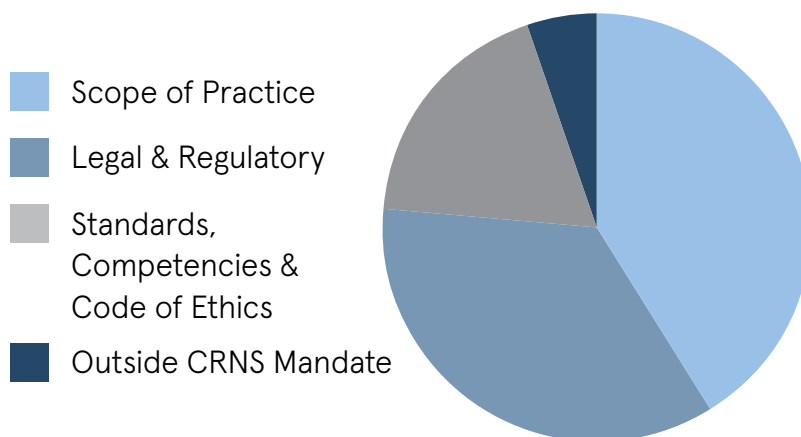
Ethical Practice

professional responsibility, boundaries, complaints/investigations, workplace

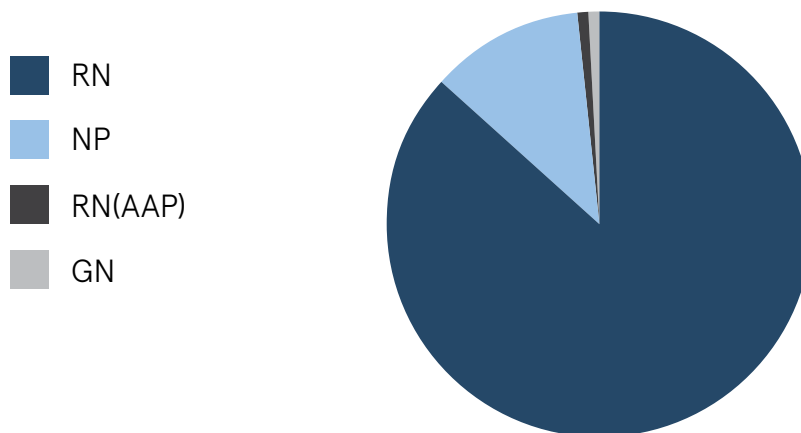
Workplace Environment

safety, staffing, fitness to practice, complaints/investigations, policy

Consultations by Category



Connections with Practice Advisors by Group



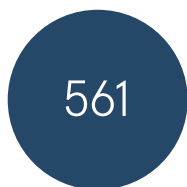
NCLEX-RN & CNP Exams



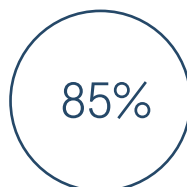
The National Council Licensure Examination (NCLEX-RN) is the exam all applicants who have graduated from a Canadian nursing program, or who are an IEN, must pass in order to become an RN for the first time in Saskatchewan and all other provinces and territories in Canada except Québec. The NCLEX-RN tests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

NCLEX First-Attempt Pass Rate in Saskatchewan

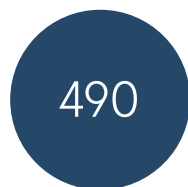
Total Writers 2021



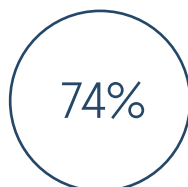
Pass Rate



Total Writers 2022



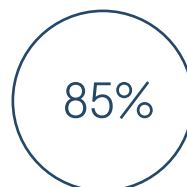
Pass Rate



Total Writers 2023



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 28 candidates wrote the CNPE in 2023. The pass rate for Saskatchewan writers was 96 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

The number of practicing registrants includes those providing virtual care, those who are self-employed and/or agency/travel nurses who are licensed in 2023.

	2019	2020	2021	2022	2023
Registered by Examination	610	555	652	443	637
Registered by Endorsement	118	134	263	722	936
Renewal/ Re-registration	11,230	11,289	11,672	11,969	12,392
Total Practicing	11,958	11,987	12,587	13,134	13,965
Graduate Nurses	330	375	363	344	382
Non-Practicing	242	234	280	243	337
Retired	559	649	721	811	927
Life & Honorary	37	40	40	40	40
Total Membership	13,126	13,285	13,991	14,572	15,651

Nurse Practitioners (NP) Licensed by Specialty

	2019	2020	2021	2022	2023
Primary Care	258	269	307	326	343
Pediatric	5	6	6	5	5
Neonatal	7	6	5	6	6
Adult	2	3	3	5	5
Adult Women's Health	1	1	1	1	1
Total	273	285	322	343	360

RN(AAP) Membership

	2019	2020	2021	2022	2023
Total Membership	115	110	106	104	102

Internationally Educated Nurses (IEN) Applicants

Regular Stream

- 83** New Applicants
 - 1** *Referral: Substantially Equivalent Competency Assessment (SEC)
 - 10** *Referral: Registered Nurse Bridging Program for Internationally Educated Nurses (RNBP/IEN)
 - 15** *Offered NCLEX-RN eligibility
 - 15** *Passed the NCLEX-RN
 - 5** *Offered Initial RN licensure (previously passed NCLEX-RN)

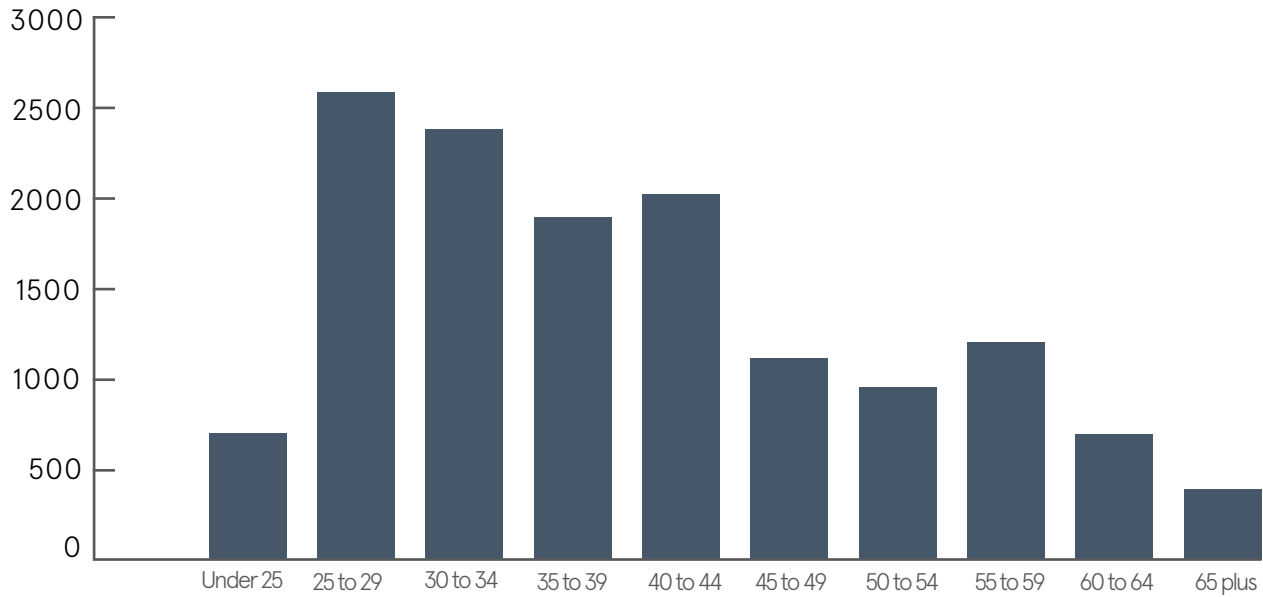
Philippine Recruitment Mission

- 314** New Applicants
 - 218** Referral: Registered Nurse Bridging Program for Internationally Educated Nurses (RNBP/IEN)
 - 28** Offered NCLEX-RN eligibility
 - 7** Passed the NCLEX-RN
 - 3** Offered Initial RN licensure (previously passed NCLEX-RN)

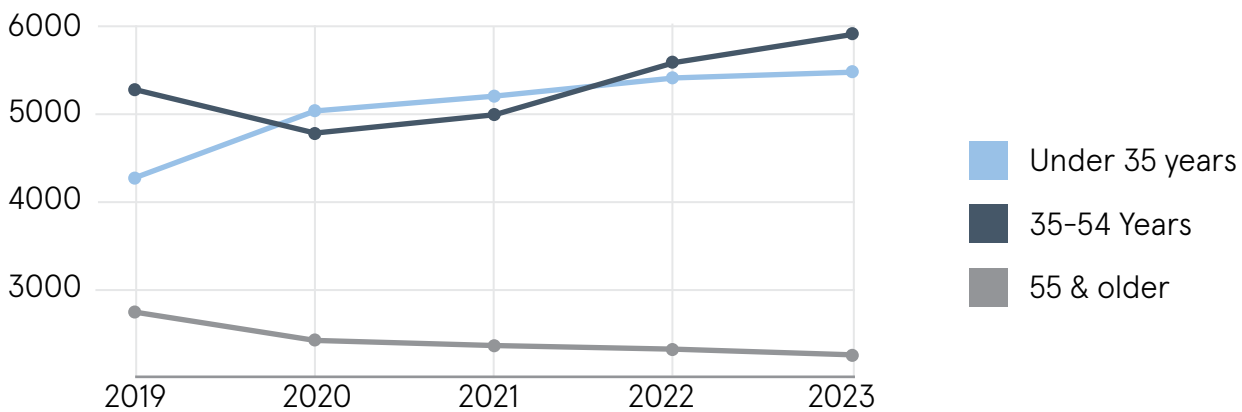
*Numbers reported may reflect applicants from previous years. The progression from application to the National Nursing Assessment Service (NNAS) to Licensure depends upon several variables.

Age Groups for Practicing RNs & NPs

In 2023, RNs and NPs in the 25 to 29 and 30 to 34 age ranges represented the largest demographic age groups. Source: CRNS 2023 Membership Year Data



Trends in the Age of RNs & NPs



Employed in Registered Nursing

6707	Full time
3295	Part time
1928	Casual
173	Employed in nursing but status unknown
113	Not stated
99	Not employed and seeking employment in nursing
24	Not employed and not seeking employment in nursing
22	Employed in other than nursing and seeking employment in nursing
21	Not on record
10	Employed in other than nursing and not seeking employment in nursing

Trends in Migration

	2019	2020	2021	2022	2023
In-migration	117	134	263	722	876
Out-migration **	455	412	617	807	730

A total of 876 in-coming applicants with the most coming from: Ontario; Alberta; and British Columbia.

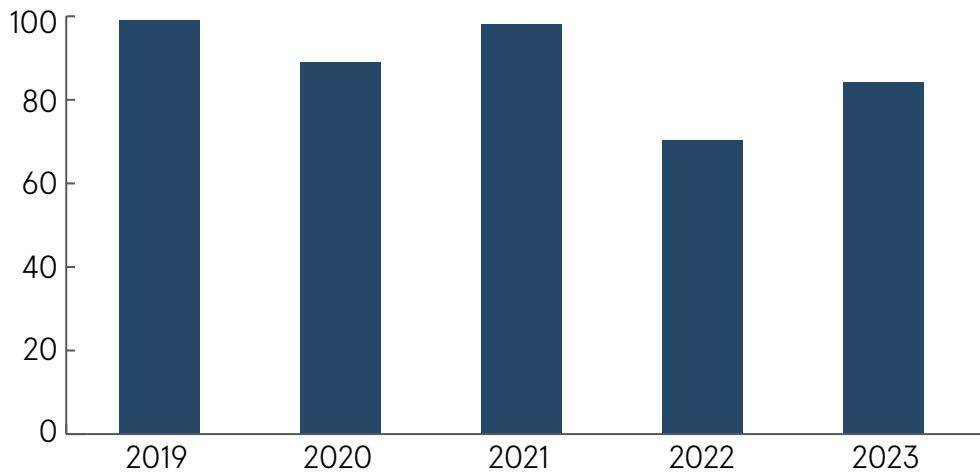
A total of 730 verifications were sent to other provinces or out of the country, with the most sent to: British Columbia (126), CGFNS (91), Alberta (76) and Ontario (75).

**Registrants requesting a verification to 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



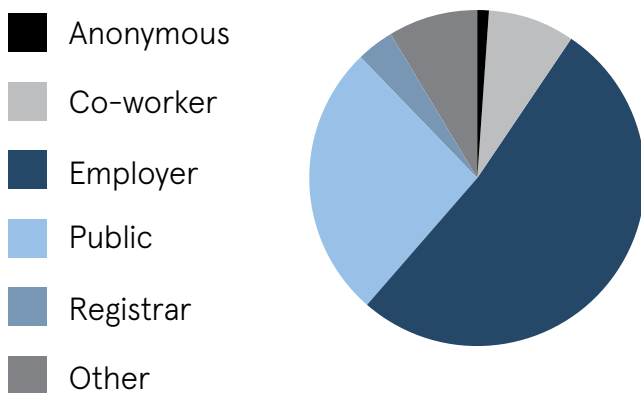
Complaints Received 2019-2023



Notification Timelines

Professional Conduct provides written notification of a complaint to the complainant and registrant within 30 days of receipt. In 65 percent of the cases initiated in 2023, written notification was completed within the expected timeframe. A written notification was completed outside of the expected timeframe in 35 percent of the cases initiated in 2023.

Complaints by Source



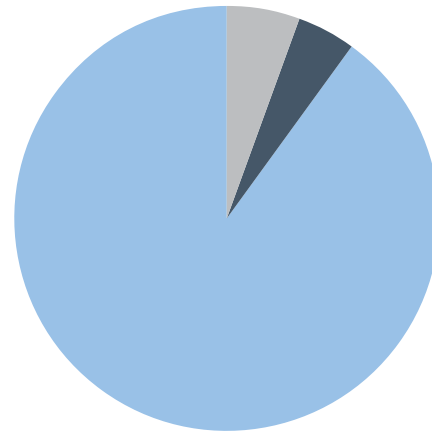
Nature of the Complaint

The nature of the complaint 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, medication, treatment errors
3. Inappropriate administrative practices

Professional Misconduct

1. Inappropriate interpersonal communication, team functioning
2. Not following policy, procedure
3. Unbecoming behaviour

Investigation Committee Outcomes

101	Cases Resolved	4	Required Education
40	Dismissed	3	Withdrawn by complainant
29	Consensual Complaint Resolution Agreement (CCRA)	2	Caution
29	Complaints not moved to investigation	1	Discipline Hearing
26	Letter of Guidance	1	Other Appropriate Action 28(3)(h)

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 College’s work and deliver on the mandate to protect the public through the regulation of RNs and NPs. 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 the Council regarding potential changes to *The Registered Nurses Act, 1988* or Bylaws and, when directed by the Council, draft, review and recommend revisions.

The committee met three times in 2023 to review and recommend the CRNS Bylaw amendments that were presented to the Council. CRNS received Ministerial approval for the 2023 regulatory Bylaw amendments.

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

Committee Members

Janna Krismer, RN, Chair, Saskatoon (as of June 2023)

Moni Snell, NP, Chair, Regina (to June 2023)

Ryan Klassen, Public Representative, White City (from June 2023)

Jennifer Radloff, RN, Nipawin

James (Jamie) Struthers, Public Representative, Regina (to April 2023)

Ann-Marie Urban, RN, Regina (to June 2023)

Helen Vandenberg, RN, Regina (from August 2023)

Ronda Zinger, RN, Saskatoon

Staff Support

Cheryl Hamilton, RN

Donna Marin, RN

Cindy Smith, RN

Julie Szabo

Christa Weber

Registration & Membership Committee

The Registration and 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 2023 included:

- Three meetings were held to review and make recommendations to the Registrar regarding the following:
 - Requirements for maintaining eligibility
 - Review of candidates and selection of the verifiers for the 2022 CCP verification.

A virtual platform hosted all activities of this committee.

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 Luhning, 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 eight times throughout 2023 to discuss strategies for recruiting registrants to let their names stand for election.

For the spring 2023 election, the Nominations Committee provided the following slate of candidates:

- One candidate for President-Elect (2-year term)
 - The commitment for this position includes two years as President-Elect, followed by two years as President and then two years as the chair of the Nominations Committee.
- One candidate for the Member-at-Large for Electoral Region 1 (SW) (3-year term)

- One candidate for the Member-at-Large for Electoral Region 2 (SE) (3-year term)
- Three candidates for the Member-at-Large for Nursing Practice Area: nursing education, nursing administration, policy or research area (3-year term)
- Three candidates for the Nominations Committee (two-year term)

The CRNS used Association Voting, an online e-voting system for the election from March 22, 2023, to noon on May 3, 2023. 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 487 registrants who expressed interest through their registrant profiles. The Committee answered questions and provided information on the available positions.

At the August 2023 Council Meeting, the Nominations Committee attended a presentation from Andrew Douglas, Executive Director, Governance, Regulation & DEI, with the College of Registered Nurses of Alberta, who shared their experience moving to a competency-based board process. Following this presentation, the Nominations Committee then began to establish the new processes required to shift to a competency-based Council successfully. The new process will be realized throughout 2024.

Committee Members

Warren Koch, RN, Chair, La Ronge (to May 2023)
 Francoise (Frankie) Verville, NP, Chair, Regina (from May 2023)
 Jan Devitt, Public Representative, Regina
 Noelle Rohatinsky, RN, Saskatoon
 Grace Onwuka, RN, Saskatoon (from May 2023)

CRNS Staff Support

Talitha Smadu McCloskey
 Lesley Stronach

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. As of December 31, 2023, the CRNS has 7 PPGs. Highlights of the CRNS PPG's activities for 2023 include:

Indigenous Nursing (kā-wīci-pimohtēmāt):

- In collaboration with the CRNS, developed a video for the *Commitment to Truth and Reconciliation*. This video is available for viewing on the CRNS website.
- Development of the kā-wīci-pimohtēmāt PPG webpage promoting the PPG's purpose, resources, allyship, online course, trauma-informed care, and much more.

Saskatchewan PeriOperative RN Group (SORNG):

- Annual General Meeting held on October 14, 2023.
- Annual Conference held in Saskatoon, October 14, 2023, in conjunction with PANGS.
- Continued with the previous year's work on exploring the scope of practice of RN First Assistants.

PeriAnesthesia Nurses Group of Saskatchewan (PANGS):

- Annual General Meeting held on October 14, 2023.
- Annual Conference held in Saskatoon, October 14, 2023, in conjunction with SORNG.
- Set up a social media account on Instagram and Facebook.
- Attended the National Association of PeriAnesthesia Nurses of Canada conference in Ottawa in May 2023.

Pain Management:

- Continuing collaborative work with SaskPain and its Improving Pain Care in Saskatchewan research team.
- Held a Primary Care Education Day on October 27, 2023.
- Set up a social media account on Instagram and Facebook.
- Provided education, raised awareness through their social media accounts, and participated in the National Pain Awareness Week, advertising pain education sessions and conferences.

Saskatchewan Nursing Informatics Association (SNIA):

- Annual General Meeting held on December 12, 2023.
- Developing strategies to work closely with the Canadian Nursing Informatics Association to allow for a wider membership and increase participation.

Parish Nursing:

- Annual General Meeting held on December 15, 2023..
- Exploring opportunities to re-establish Parish Nurse Training in Saskatoon at the University of Saskatchewan through the affiliate InterChurch Health Ministries of Saskatchewan.

Saskatchewan HIV/HCV Nursing Education Organization:

- The group reconvened this year and began the work to promote the group's mandate once again.

CRNS Liaisons

The role of a CRNS Liaison is to be a connection 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, 2023, the CRNS had 72 Liaisons representing a variety of practice settings across the province. We thank them all for their dedication and service to the CRNS's work.

CRNS Mentors

CRNS Mentors 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, 2023, there are eight Mentors engaged in the program. Throughout the past year, presentations requested and offered were on the CCP. We thank the Mentors for their dedication and service to the work of the CRNS.

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 2023:

- Two nursing education programs, the Saskatchewan Collaborative Bachelor of Science in Nursing (SCBScN) program and the Bachelor of Science in Nursing (BSN) program, completed their comprehensive reviews in 2023, with both receiving seven-year approvals.
- Conditional approval was granted to the Transition to Registered Nursing in Canada (TRNC), a condensed bridging program for internationally educated nurses, which had its first intake in August 2023.
- The review of annual reports took place on September 11, 2023. Programs reporting were the Master of Nursing: Nurse Practitioner, Registered Nurse Bridging Program – Internationally Educated Nurses (RNBP-IEN) and the Registered Nurses Bridging Program – Return to Practice (RNBP- RTP).
- Work was initiated on revising the Curriculum Mapping Guide and the Nursing Education Program Approval Guide. Preliminary consultation with all nursing programs and NEPAC took place in 2023.
- NEPAC initiated work on a new Trend in Nursing Practice, Racism in Health Care. This trend will be added to the Curriculum Mapping Guide in response to the Truth and Reconciliation Commission of Canada's Calls to Action.
- NEPAC met to determine when and how NP programs will report to NEPAC the integration of new ELCs into their curriculums.
- Two new public representatives were orientated to the NEPAC, replacing two public representatives whose terms were complete.

Committee Members

Melissa Carignan, NP (Co-chair), Ponteix
Mary Martin-Smith, RN (Co-chair), Regina
Joanna Alexander, Public Representative, Regina
Liliana Canadic, RN, Government Representative, Regina
Crystal Kuras, RN, Tisdale
Greg Lawrence, Public Representative, Regina
Katherine Scheirer, RDA, Health Profession Representative, Saskatoon
Donna Strilaeff, RN, Saskatoon

CRNS Staff Support

Terri Belcourt, RN
Valerie Ogbodu
Carole Reece, RN

Membership Advisory Committee

The Membership Advisory Committee recommends member and public representation to CRNS internal and external committees. During the year, the Committee appointed or re-appointed 11 CRNS registrants to internal and external committees and made recommendations to the Council for appointments to Statutory and Council committees.

Committee Members

Brend Faith Bae, RN, Saskatoon
Lori Boen, RN, Neuanlage
Robin Evans, RN, Regina (from March 2023)
Karen Gibbons, Public Representative, Regina (to May 2023)
Monique Hladun, Public Representative, Regina (from November 2023)
Sarah Liberman, RN, Interim Chair, Saskatoon

CRNS Staff Support

Terri Belcourt, RN (to June 2023)
Dan Li (from June 2023)
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 the financial affairs of the organization.

The committee met five times in 2023 to review and monitor the integrity and accuracy of financial reporting, financial control systems, audit functions, and budget processes.

Committee Members

Leah Thorp, RN, Chair, Regina
Moni Snell, NP, Regina (to June 2023)

Alison Morris, RN, Lampman (from June 2023)
Mary Ellen Walker, RN, Saskatoon
Doug Finnie, Public Representative, Saskatoon (to June 2023)
Gaston de la Sablonniere, Public Representative, Indian Head (from June 2023)

Staff Support

Randle Green (to April 2023)
Dan Li (from May 2023)
Cindy Smith, RN
Julie Szabo

Governance and Human Resources Committee

The purpose of the Governance and Human Resources Committee is to assist 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 2023 to assist the Council in providing effective oversight on behalf of the Council's relationship with the Executive Director, human resources policies and plans, including its compensation, benefits plans and Code of Conduct and making recommendations to the Council.

Committee Members

Kathy Chabot, RN, Chair, North Battleford
Joanna Alexander, Public Representative, Regina (to April 2023)
Doug Finnie, Public Representative, Saskatoon
Mariam Nganzo, RN, Moose Jaw (from June 2023)
Joelynn Radbourne, NP, Regina
Natalie Thiessen, RN, Prince Albert

Staff Support

Cindy Smith, RN
Julie Szabo

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
Sharon Garratt, RN, University of Saskatchewan Senate, Milestone
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

The Investigation Committee met 16 times in 2023. Along with the mandated work of reviewing and making decisions related to allegations heard, activities of the Investigation Committee in 2023 included:

- Review and implementation of new processes
- Review and revision of policies and procedures
- Presentation by Holly Graham, RN, Ph.D., R.D. Psychologist, Associate Professor, Department of Psychiatry, University of Saskatchewan on Indigenous Health & Wellness and Trauma Informed Considerations
- Presentation by Carole Reece, RN, CRNS Nursing Practice Advisor, on Medical Assistance in Dying (MAiD)

Committee Members

Janice Taschuk-Leibel, Public Representative, Chair, Pilot Butte
Brenda Andreas, Public Representative, Maple Creek
Marlee Cossette, RN, Regina
Molly Hunter, RN, Saskatoon
Lisa Duffield, RN, Prince Albert

CRNS Staff Support

Brendalynn Ens, RN
Billy-Jo Howe, RN
Jenna Larocque, RN
Cathy Pillipow, NP
Melissa South, RN
Michelle Duncan
Melanie Hladun

Discipline Committee

Any case involving the conduct, competence or behavior of an RN or NP that is referred for public disciplinary hearing is heard by the CRNS Discipline Committee. The Committee consists of RNs and Public Representatives. One Discipline Committee Education Day was held in 2023. Darcia Schirr, legal counsel, provided presentations on sanction submissions and costs. In addition, the top 10 legal decisions in Canada were discussed. Chair and Writer training was also provided by Chris Etcheverry, a long-standing Discipline Committee member.

All Committee activities continue to occur via video conferencing.

Christine Ortman, RN #0037210

Registrant charged with 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, 2017* and the *Registered Nurse Practice Standards, 2019*.

A decision was rendered on July 7, 2023.

A penalty decision was rendered on July 7, 2023

Kelsey Bosch (Kruesel), RN #0045897

Registrant charged with 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, 2017* and the *Registered Nurse Practice Standards, 2019*.

A decision was rendered on June 20, 2023.

A penalty decision was rendered on June 20, 2023

Leah McInnes, RN #0042301

Registrant charged with professional misconduct contrary to subsections 26(2) of *The Registered Nurses Act, 1988, Code of Ethics, 2017*, the *Registered Nurse Practice Standards, 2019* and the *Registered Nurse Entry Level Competencies, 2019*. The disciplinary proceedings began in May 2023.

The decision is pending.

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 was filed with the Court of Queen's Bench and was rendered on September 25, 2023.

An appeal has been filed with the Saskatchewan Court of Appeal as of October 25, 2023. The appeal is pending.

Discipline Committee Resource Pool Members

Janna Balkwill, RN, Regina (to June 2023)
Christine Barlow, RN, Saskatoon
Joanne Blazieko, RN, Moose Jaw
Leah Currie, Public Representative, Saskatoon (from June 2023)
Leah Clement, RN, Regina
Kristin Dutchak, RN, Regina
Christopher Etcheverry, RN, Battleford
Sophie Grahame, Public Representative, Regina
Karen Gibbons, Public Representative, Regina (from June 2023)
Sherstin Heino, RN, Kindersley
Michell Jesse, RN, Regina
Anne KoKesch, RN, Prince Albert
Russ Marchuk, Public Representative, Regina
David Millar, Public Representative, Regina (to September 2023)
Joanne Petersen, RN, Moose Jaw (from June 2023)
Jodi Romanow, RN, Melfort
Natasha Shyiak, RN, Regina
Kari Stabbler, RN, Unity (to May 2023)
Elaine Stewart, RN, Pilot Butte
Frank Suchorab, RN, Martensville
Leonard Wegner, RN, Maidstone

CRNS Staff Support

Cheryl Hamilton, RN
Karen Rhodes
Leah White, RN

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, 2023, 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, 2023.

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 21, 2024.

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 21, 2024
Regina, Saskatchewan**

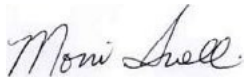
**VIRTUS GROUP LP
Chartered Professional Accountants**

COLLEGE OF REGISTERED NURSES OF SASKATCHEWAN
SUMMARY STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2023
(with comparative figures for 2022)

	<u>2023</u>	<u>2022</u>
Assets		
Cash	\$ 693,998	\$ 5,541,788
Investments	9,824,234	2,021,984
Accounts receivable and prepaid expenses	1,130,357	1,051,777
Tangible capital assets	981,012	1,019,945
Intangible asset	2,728	78,431
	<u>\$ 12,632,329</u>	<u>\$ 9,713,925</u>
 Liabilities		
Accounts payable and accrued liabilities	\$ 1,775,199	\$ 359,204
Deferred revenue and fees collected in advance	6,512,730	6,056,398
	<u>8,287,929</u>	<u>6,415,602</u>
 Net Assets		
Invested in tangible capital & intangible assets	983,740	1,098,376
Unrestricted surplus	3,360,660	2,199,947
	<u>4,344,400</u>	<u>3,298,323</u>
	<u>\$ 12,632,329</u>	<u>\$ 9,713,925</u>

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

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, 2023
(with comparative figures for the year ended December 31, 2022)

	<u>2023</u>	<u>2022</u>
Revenue		
Application, exam and other fees	\$ 654,720	\$ 368,795
Memberships	7,344,458	6,637,526
Funding	223,165	27,308
Interest	309,311	117,925
Other revenue	39,956	85,173
Refund of lease payments	-	159,353
	<u>8,571,610</u>	<u>7,396,080</u>
Expenses		
Affiliation fees	1,009,176	965,918
Amortization	209,567	153,228
Communications	129,690	90,952
Contracts and consulting	699,105	823,603
Grants, sponsorships, and awards	27,500	14,650
Insurance and property tax	10,516	40,716
Interest and bank charges	83,747	73,456
Miscellaneous	37,660	38,014
Professional development and meetings	279,485	249,781
Rent and lease	227,736	91,362
Repairs and maintenance	48,781	63,669
Supplies, equipment and software	481,874	514,866
Utilities	49,413	66,643
Wages and benefits	4,266,557	3,985,217
	<u>7,560,807</u>	<u>7,172,075</u>
Excess of revenue over expenses before other items	1,010,803	224,005
Other items		
Gain on sale of tangible capital assets	-	223,117
Unrealized gain (loss) on investments	35,274	(265,329)
Excess of revenue over expenses	<u>\$ 1,046,077</u>	<u>\$ 181,793</u>

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

CRNS Staff

Executive Office

Cindy Smith, RN, Executive Director
Christa Weber, Legal Counsel
Julie Szabo, Executive Assistant

Corporate Services and Communications

Dan Li, Director, Corporate Services and Communications (from May 2023)
Cheryl Weselak, Human Resources Generalist, Corporate Services and Communications
Danette Peterman, Administrative Assistant, Facilities, Accounting and Administration, Corporate Services and Communications
Lesley Stronach, Senior Assistant, Corporate Services and Communications
Marin Pinku, Information and Technology Specialist, Corporate Services and Communications
Victoria Kos, General Accounting Specialist, Corporate Services and Communications
Talitha Smadu McCloskey, Manager, Communications and Public Relations (from April 2023)
Talitha Smadu McCloskey, Interim Manager, Communications and Public Relations (to April 2023)
Adam Lark, Technology and Design Specialist, Communications and Public Relations
Brad Yarotsky, Technology and Multimedia Specialist, Communications and Public Relations
Tayler Wolaniuk, Assistant, Communications and Public Relations (from February 2023)

Registration Services and Professional Conduct

Cheryl Hamilton, RN, Registrar and Director, Registration Services and Professional Conduct
Dawn Aschenbrener, Administrative Assistant, Registration Services
Deborah Pearson, Senior Assistant, Registration Services
Donna Cooke, RN, Nursing Advisor, Registration Services
Leah White, RN, Nursing Advisor, Registration Services
Nikita Schmidt, Administrative Assistant, Registration Services
Karen Rhodes, Program Assistant, IEN, Licensure and Discipline
Sherry Joa, RN, Nursing Advisor, Registration Services
Susan Furman-Pelzer, NP, Term, Nursing Advisor, Prescription Review Program
Wendy Grant, Casual, Administrative Assistant, Registration and Communications
Billy-Jo Howe, RN, Manager, Professional Conduct

Brendalynn Ens, RN, Casual, Nursing Advisor, Professional Conduct
Cathy Pillipow, NP, Nursing Advisor, Professional Conduct (from January 2023)
Jenna Larocque, RN, Nursing Advisor, Professional Conduct (from January 2023)
Melanie Hladun, Program Assistant, Professional Conduct
Melissa South, RN, Nursing Advisor, Professional Conduct
Michelle Duncan, Administrative Assistant, Professional Conduct

Nursing Practice

Terri Belcourt, RN, Director, Practice
Barbara MacDonald, RN, Nursing Advisor, Practice (to January 2023)
Carole Reece, RN, Nursing Advisor, Practice
Catharine Wirth, RN, Nursing Advisor, Practice (from February 2023)
Donna Marin, RN, Nursing Advisor, Practice
Faith Sabourault, Senior Assistant, Practice (on leave as of October 2023)
Joleen Klassen, RN, Nursing Advisor, Practice (to August 2023)
Shayna Moore, RN, Nursing Advisor, Practice
Valerie Ogbodu, Senior Assistant, Practice (from August 2023)
Virginia Deobald, RN, Nursing Advisor, Practice (from October 2023)



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