

# COLLEGE OF REGISTERED NURSES OF SASKATCHEWAN





April 15, 2025

To the Honorable Minister Jeremy Cockrill:

We are honored to submit the College of Registered Nurses of Saskatchewan's (CRNS) 2024 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 Chair

Cindy Smith, RN  
CRNS Executive Director & Registrar

# Contents



Council Chair's Message 4

---

ED & Registrar'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 12

---

Risk Forum 15

---

Public Engagement 16

---

New & Revised Documents 19

---

Supervised Practice Experience 20

---

Philippine Recruitment Mission &  
Nurse Practitioner Scope of  
Practice 23

---

Prescription Review Program &  
NPR-FIPP 24

---

Practice Consultation Services 26

---

NCLEX-RN & CNP Exams 27

---

Registrant Information 28

---

Investigations 32

---

Committees 34

---

Professional Practice Groups 39

---

CRNS Affiliations 40

---

Financial Statements 41

---

CRNS Staff 44

---

# A Message from the Council Chair



CRNS Council Chair  
Moni Snell, NP

A handwritten signature in cursive script that reads "Moni Snell".

As we reflect on 2024, the CRNS Council continued to focus on the importance of governance, strategic planning and our commitment to truth and reconciliation.

We are grateful for the teachings and guidance of Knowledge Keeper and Cultural Advisor, Judy Pelly as we continued our journey toward reconciliation and expanded our knowledge about Indigenous culture, beliefs and practices.

Throughout the year, Council approved several important documents, including the NP Practice Standards, the Self-Employed Practice Guideline and the Anti-Racism Guideline. The Anti-Racism Guideline is especially significant as it aligns with the Truth and Reconciliation

Commission's Calls to Action. It provides a framework for Registered Nurses (RN) and Nurse Practitioners (NP) to actively address and reduce racism in health care settings.

Changes to bylaws regarding Council appointments and composition led to the development of a new Council nomination process. Additionally, competencies and attributes for the Council Chair were established, along with procedures for Chair selection and evaluation. This was essential policy work aimed at modernizing our governance practices.

The work of Council committees—Audit & Finance, Legislation & Bylaws and Governance & Human Resources—remained vital as we continued to refine our governance oversight and policy work. Progress was seen on initiatives within the CRNS Strategic Plan, the development and approval of updated Nursing Education Program Approval guides, plus operational updates from the Executive Director & Registrar, Cindy Smith and the leadership team reflected the dedication and hard work of CRNS staff and volunteers.

Council also held a Diversity, Equity and Inclusion workshop, which equipped us with valuable tools to foster a workplace culture where everyone can thrive.

In addition, Council completed its annual self-evaluation using a tool called the Governance Practice Assessment (GPA). The GPA was created to assess the effectiveness of governance aspects of a regulatory body that Council has control over. This assessment provided valuable insights into our decision-making processes and governance dynamics.

Following the evaluation, areas for improvement were identified and the best actions to address them were discussed. These conversations, facilitated by experts like Bradley Chisholm from The Regulator's Practice, ensured that we remain accountable in our regulatory responsibilities.

On behalf of Council, we thank all CRNS registrants and those who played a role in advancing the CRNS's mandate in 2024. Your collaborative spirit and dedication were vital to the success of our work and to the continued care and safety of the public.

# A Message from the Executive Director & Registrar



CRNS Executive Director & Registrar  
Cindy Smith, RN

*C. Smith*

The College of Registered Nurses of Saskatchewan (CRNS) is dedicated to supporting Registered Nurses (RN) and Nurse Practitioners (NP), while upholding its responsibility to protect the public through effective regulation.

In 2024, the CRNS collaborated with the Government of Saskatchewan on a targeted recruitment mission to the Philippines. By year-end, 233 candidates had passed the NCLEX and were offered RN licensure. Additionally, the Supervised Practice Experience (SPE) saw strong interest, with 40 registrants eligible in 2024, up from 14 in the previous year.

The CRNS contributed to the Canadian Council of Registered Nurse Regulators (CCRNRR) in national work

that supports the approval of the Nurse Practitioner Entry-Level Competencies (NP ELC). This approval helped advance the Nurse Practitioner Regulation Framework Implementation Plan Project to prepare Nurse Practitioners for practice in various settings and across the life span. Development of the single entry-level national NP Exam is underway.

The CRNS engaged in a Risk Forum with regulators, employers and nursing professionals to explore opportunities for collaboration in risk management and harm reduction, resulting in a working group focused on regulation orientation for employers in Saskatchewan.

Progress was made in advancing truth and reconciliation with the CRNS developing an educational toolkit to help RNs and NPs address racism in health care. This included the CPR Racism postcard and video, created in collaboration with Dr. Holly Graham, Associate Professor and Indigenous Research Chair at the University of Saskatchewan, alongside the CRNS's Anti-Racism Guideline.

A new Council nomination process was introduced, and Administrative Standards policies were reviewed with a focus on diversity, equity and inclusion, leading to greater representation within CRNS Council, staff and committees.

The CRNS engaged the public through events like the Queen City Marathon with booth space and branded items for participants. Paid advertising was also placed in key publications to promote volunteer opportunities and increase community engagement.

The CRNS further strengthened its operations by implementing a new membership database and payment platform and streamlined some internal processes such as accounts payable.

On behalf of the CRNS, I would like to extend a heartfelt thank you to CRNS registrants and committee members for their continued support and dedication to the profession. The Leadership team, staff and Council are proud of these accomplishments and look forward to continuing this important work in the years ahead.

# Knowledge Keeper's Message



It has been a privilege to continue my role as Knowledge Keeper with the CRNS for another year. This past year has been filled with meaningful collaborations, as we've worked to foster deeper relationships and strengthen our understanding of allyship with Indigenous health care providers. The CRNS remains one of my most valued partners in advancing the TRC Calls to Action and incorporating the 7 Sacred Teachings – Love, Respect, Truth, Courage, Honesty, Wisdom and Humility – into our collective efforts. These teachings continue to guide and inspire our work together.

Megwetch/Thank you,

Knowledge Keeper: Judy Pelly

---

# Land Acknowledgement



The College of Registered Nurses of Saskatchewan (CRNS) acknowledges that our registrants and the public we serve 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.

We are honored to live and work on Treaty Two, Four, Five, Six, Eight and Ten territories. 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.

We are all Treaty people.

# CRNS Council



Moni Snell, NP  
Council Chair  
Term 2023-2025



Mariam Nganzo, RN  
Member-at-Large  
Term 2023-2026



Janna Krismer, RN  
President-Elect  
Term 2023-2025



Alison Morris, RN  
Member-at-Large  
Term 2023-2026



Natalie Thiessen, RN  
Member-at-Large  
Term 2022-2025



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



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



Leah Thorp, RN  
Member-at-Large  
Term 2022-2025



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



Joelynn  
Radbourne, NP  
Member-at-Large  
Nursing Practice Area:  
advanced practice  
nursing or direct  
care nursing  
Term 2023-2026



Ryan Klassen  
Public Representative  
Appointed April 2023-April 2026



Cindy Smith, RN  
Executive Director &  
Registrar

# Mission

To protect the public through the regulation of Registered Nurses and Nurse Practitioners.

# Vision

Trusted by the public as a leader in regulatory excellence.

## Values

### **Visionary Leadership**

We champion a progressive future of regulatory excellence, through evidence informed knowledge and continuous improvement.

### **Relational Ethics**

Our decisions and actions are always based on equity, diversity, inclusion and accessibility where the contributions, presence and perspectives of diverse groups are valued and integrated into our work.

### **Service**

We embrace the public at the centre of what we do and fulfill our duty with empathy, compassion and meaningful engagement to understand each person's experience.

### **Accountability**

We are transparent, open and honest in everything we do and say. We take responsibility for the decisions we make.

### **Collaboration**

We work together with the public, registrants and partners to advance the standard of care of nursing in the best interest of the public.

# Strategic Focus

The CRNS has four strategic priorities to guide our work as a regulatory body:

## 1. Strengthen Accountable Professional Practice

We promote and foster RNs and NPs practicing to their full scope of practice to enhance competent, accountable and ethical nursing care to the public. As practice evolves through new technology and research, we ensure RNs and NPs continue to practice in a safe, competent and collaborative way consistent with Practice Standards and the Code of Ethics.

### Strategic Objectives:

- Strengthen the relationship with employers to enable RNs and NPs to practice to their full scope in the public interest.
- Expand practice related to emerging trends, technology and virtual health options.

## 2. Enhance Regulatory Excellence

We provide regulatory excellence through the development of evidence informed practice, the promotion of good practice, the prevention of undesirable practice and intervening when necessary. We integrate diversity, equity, inclusion and accessibility into all aspects of regulation and nursing practice.

### Strategic Objectives:

- Incorporate diversity, equity, inclusion, accessibility and trauma-informed regulation/practices into policy, processes and decisions.
- Enhance the utilization of evidence-informed regulation and research.

## 3. Enhance Public and Partner Engagement

We strive to inform, consult, involve and collaborate with the public and partners to increase the understanding of the role of CRNS and to collectively improve access to safe competent health care. We are committed to engaging the public and incorporating the public's perspective, stories and expectations into our regulatory work.

### Strategic Objectives:

- Grow public and partner understanding and awareness of the role of CRNS.
- Increase collaboration with other health organizations towards common goals.

## 4. Strengthen Organizational Excellence

We review our internal processes to improve their effectiveness and efficiency to better serve the public and our registrants. Improvements will be made based on effective best practices and evidence.

### Strategic Objectives:

- Improve and streamline internal processes.
- Further engage CRNS staff in education and professional development.
- Strengthen financial sustainability.

# Truth and Reconciliation in Practice

As the regulatory body for Saskatchewan's largest health profession, the CRNS acknowledges and honors the tragic and painful legacy and ongoing impacts of cultural genocide and the residential school system. In line with its commitment to Truth and Reconciliation Commission (TRC) Calls to Action, Health 18-24, the CRNS continues its journey toward reconciliation.

In 2024, several key initiatives were undertaken:

- **National Indigenous Nurses Day**

CRNS staff marked this day on April 10 by attending an event organized by the Indigenous Nurses Professional Practice Group.

- **Anti-Racism Working Group**

The CRNS collaborated with this group, consisting of staff and three external community members, to identify and address any racist or oppressive biases within CRNS regulatory processes. The group also works on engaging Indigenous organizations, staff and registrants in developing and implementing anti-racist and anti-oppressive ways of being.

- **CPR RACISM Model**

Dr. Holly Graham from the University of Saskatchewan collaborated with the CRNS to introduce the CPR RACISM model, designed to address racism in health care settings. The model was shared with CRNS registrants through a postcard and an educational video.

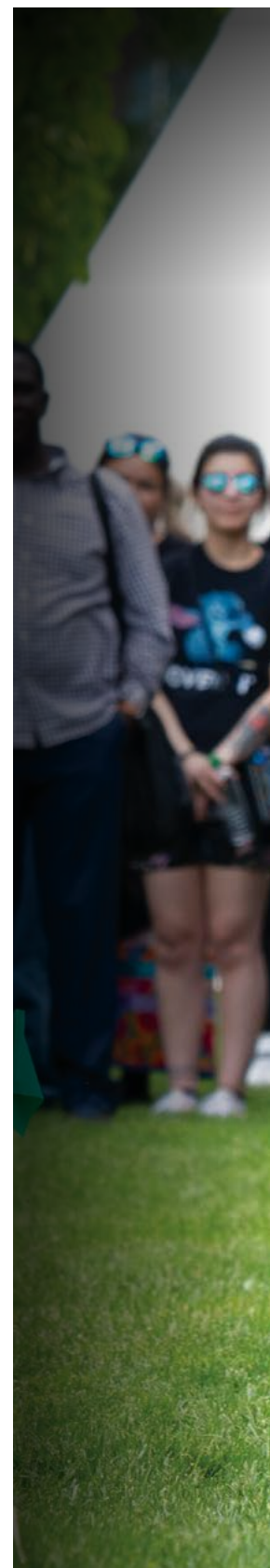
- **Racism in Health Care**

The CRNS Council approved the Racism in Health Care Contemporary Issue in Nursing within the Nursing Education Program Approval framework. Entry-to-practice nursing education programs will be required to include anti-racist education in curriculums; this change aligns with TRC Call to Action #24.

- **Anti-Racism Guideline**

A new guideline was approved, expanding practice expectations for RNs and NPs in addressing racism in health care. It highlights the importance of cultural humility, creating safe spaces and outlines actionable steps for confronting racism in health care.

These actions reflect CRNS's ongoing commitment to reconciliation, fostering an inclusive and culturally safe health care environment for all.









# Risk Forum

In May 2024, representatives from the Saskatchewan Health Authority (SHA), the Registered Psychiatric Nurses Association of Saskatchewan (RPNAS), the College of Licensed Practical Nurses of Saskatchewan (CLPNS), and the College of Registered Nurses of Saskatchewan (CRNS) gathered in Saskatoon for the second forum focused on shared risks between the SHA and nursing regulators.

The forum aimed to facilitate discussions among regulators, employers and nursing professionals about managing the inherent risks in health care. While each group has distinct roles, authorities and capabilities in addressing these risks, they all share a common responsibility to ensure public safety. Building on discussions from late 2023, the forum provided a platform for collaborative problem-solving, with a shared goal of enhancing health care delivery through safe nursing practices.

One of the key outcomes of the forum was a strategic focus on education regarding regulation for managers and employers of nurses. To support this initiative, a smaller working group was formed to develop an “Orientation to Regulation” presentation. This resource will provide a foundational overview of basic regulatory principles and specifically outline how it applies to nursing regulation in Saskatchewan.

This forum and subsequent initiative reflect the continued commitment of CRNS and its partners to foster collaboration, enhance understanding, and ultimately improve patient care through well-regulated, safe nursing practice.

# Public Engagement

In 2024, the CRNS implemented a range of strategic initiatives to enhance public engagement and awareness. A key focus targeted advertising in Saskatchewan newspapers during National Nursing Week to ensure broad coverage, plus smaller ads in magazines and other publications.

The CRNS also made significant strides in our digital presence growing our social media following on Facebook and LinkedIn. This digital growth can be attributed to the launch of a new social media strategy that supports the CRNS's strategic plan.

A standout achievement in 2024 was the CRNS's participation as an exhibitor at the GMS Queen City Marathon Race Expo held on September 6 and 7. This major event saw thousands of participants and spectators pass through the expo and provided a unique platform for the CRNS to increase brand recognition and engage with a diverse public audience. Through direct interaction, the CRNS was able to raise awareness of its mandate and key initiatives.

A sub-group of ten Network of Interprofessional Regulatory Organizations (NIRO) members, including the CRNS, collaborated to develop a pilot program aimed at enhancing public engagement in regulatory matters that affect multiple health regulators. As both a partner and an active participant in the working group, the CRNS contributed to the creation of the Saskatchewan Public Regulatory Advisory Network (SPRAN).

Key activities for 2024 included establishing a timeline, developing policies and securing a vendor to assist with setting up the pilot group. The program is set to launch in 2025, offering the public a voice in regulatory matters that impact health care across the province.

Looking ahead, the CRNS will continue to use the annual Insightrix public engagement survey to evaluate outreach strategies and ensure we effectively connect with the public and our registrants.









# New & Revised Documents

Through ongoing consultation and collaboration, the CRNS continues to create and update resources relevant to RN, Registered Nurse with Additional Authorized Practice [RN(AAP)] and NP practice. These updates are shared with partners to support registrants in meeting practice expectations within their legal scope and in the public's best interest. The following resources were developed in response to trends identified through professional conduct and practice consultations.

Key updates in 2024 include:

- Joint Statement highlighting Naltrexone Contraindicated with Opioid Agonist Therapy;
- Clinical Decision Tool and RN(AAP) Scope of Practice Updates;
- Regulation Changes to Support NPs to Admit and Discharge from Hospital and Perform Admission Assessments in Long-Term Care;
- Prescribing Intravenous Iron-Provincial Program Roll-Out;
- Advertising Nursing Services;
- Prescribing and Dispensing for SARS-CoV-2 (COVID-19) Therapy;
- Joint Statement on Long-Term Care-Authorizing Prescriptions;
- NP Practice and the Radiology Information System (RIS);
- Saskatchewan Biosimilars Initiative;
- Cervical Cancer Screening Updates; and,
- Document Definitions and Descriptions CRNS.

New or updated resources for RNs and NPs in 2024 include:

- Anti-Racism Guideline;
- Resolving Professional Practice Issues: A Toolkit for Registered Nurses;
- Self-Employed Practice Guideline;
- Aesthetic Nursing Resource;
- Nurse Practitioner Practice Standards; and,
- Medical Assistance in Dying (MAiD) Guideline.

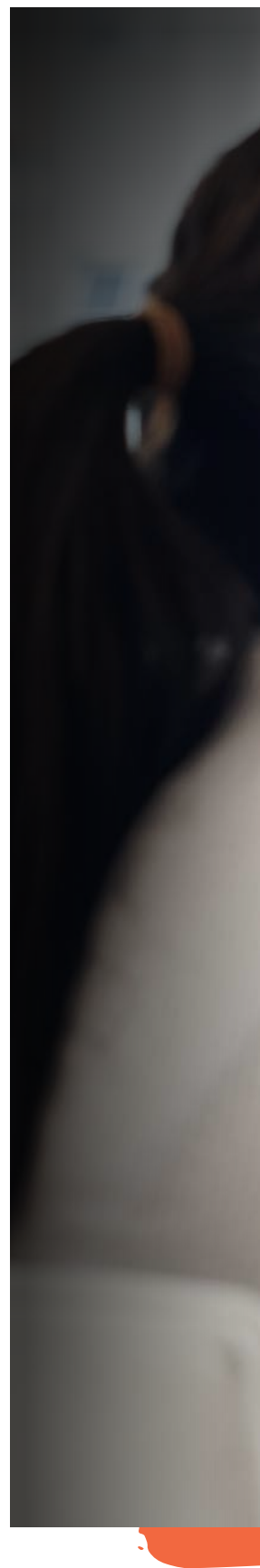
The RN Practice Standards and RN Entry-Level Competencies were updated with the new CRNS name and branding, with no content changes in 2024. The 2024 CRNS Bylaws were also updated following approved changes.

# Supervised Practice Experience

In 2023, the CRNS introduced the option of using the Supervised Practice Experience (SPE) for registrants who did not meet bylaw requirements to maintain their eligibility for licensure. This initiative aimed to support registrants in regaining entry-level competence and prepare them for general practice. Upon successful completion of the SPE, the registrant is considered to have met the requirements for license renewal. The program's 2023 rollout was successful, with all participants meeting the required standards. Feedback from both employers and participants in a 2024 evaluation indicated strong satisfaction with the process.

Participation in the SPE is voluntary and can be completed in various practice settings, with employer support necessary to ensure registrants meet the required supervised practice hours. In 2024, there was significant interest from both registrants and employers, with 40 registrants eligible for the SPE, compared to 14 in 2023.

CRNS registration staff continue to work closely with registrants and employers throughout the process, ensuring smooth coordination and successful outcomes.









# Philippine Recruitment Mission

The CRNS remained actively involved in the Government of Saskatchewan’s targeted recruitment initiative for Filipino-educated Registered Nurses (RN), a collaborative effort between many partners including the Saskatchewan Health Authority (SHA), Saskatchewan Polytechnic, National Nursing Assessment Service (NNAS) and several provincial government ministries.

As part of this mission, the CRNS and its partners held weekly meetings and focused discussions to support the settlement and integration of the RNs and their families. By the end of August 2024, the CRNS had received 437 reports from the NNAS and referred 403 candidates to the transition program offered by Saskatchewan Polytechnic.

By year-end, 233 candidates successfully passed the NCLEX and were granted initial RN licensure in 2024, other candidates were working as graduate nurses, contributing to the province’s health care workforce, and reinforcing the CRNS’s commitment to enhancing the availability of qualified nursing professionals in Saskatchewan.

## Nurse Practitioner Scope of Practice

In 2024, CRNS staff participated in the Ministry of Health Nurse Practitioner (NP) Scope of Practice project together with the Saskatchewan Health Authority (SHA) and the Saskatchewan Association of Nurse Practitioners (SANP). Legislation was introduced that provides the authority for NPs to admit and discharge inpatients and perform admission assessments to long-term care. The legislation together with CRNS bylaws and policies provide the foundations for NP practice in these areas. CRNS staff also provided feedback on project initiatives and worked in collaboration with SANP to create an evaluation survey for NPs.

# Prescription Review Program and Patient Safety

In Saskatchewan, Nurse Practitioners (NP) are authorized, under provincial and federal legislation, to prescribe and/or dispense drugs listed in Schedules I, II and III of *The Drug Schedules Regulations, 1997*, as amended periodically. The CRNS participates in the Prescription Review Program (PRP) established in Saskatchewan. As part of their professional responsibilities, all practicing NPs periodically engage in a reflective practice assessment specific to the PRP.

The primary objective of the CRNS's PRP is to ensure patient safety through safe prescribing practices. To uphold the responsibility of protecting the public, the CRNS incorporates quality improvement (QI) initiatives, which serve as key tools in aligning NP prescribing practices with current standards and guidelines. The QI approach encourages NPs to reflect on and potentially re-evaluate their medication prescribing practices.

Launched in September, the PRP quality initiative (QI) was positively received by participants. The follow-up process is currently underway, with participant evaluations set to be completed in the new year.

# Nurse Practitioner Regulation Framework Implementation Plan Project (NPR-FIPP)

The Canadian Council of Registered Nurse Regulators (CCRNR) is leading the development of a new regulatory framework for Nurse Practitioners (NP) across Canada. The CRNS is working with the national team to create a unified vision for a single NP classification. Currently, NP entry requirements and exams vary by jurisdiction. NPs are educated and regulated based on their practice category, such as Family/All Ages (or Primary Care), Adult, Paediatric and Neonatal.

The new national NP regulation framework will allow NPs across Canada to be educated based on common NP entry-level competencies, take a common NP entry-level exam, and be ready to provide care across patient populations and practice settings as entry-level NPs.

This shared vision for a single NP classification enables the appropriate national level of regulation in the public's interest, facilitates collaboration among system partners and reduces unnecessary barriers to labour mobility in Canada.

Development of the single entry-level national NP exam is underway, with a planned launch in 2026. Saskatchewan nursing education programs intend to roll out the new curriculum in 2026, with graduates completing the program by 2028 and becoming eligible to write the new exam.

The Canadian Nurse Practitioner Exam (CNPE) will remain available in some jurisdictions, including Saskatchewan, as the rollout of the new national NP exam will occur at different times across the country.



# Practice Consultation Services

## Questions and Key Issues Addressed by Practice & Education Advisors

The most common consultation requests from registrants and the public focused on legal or regulatory matters, scope of practice for RNs, NPs and RN(AAP)s and discussions related to Practice Standards, Entry-Level Competencies (ELC) and the Code of Ethics (COE).

Topics within these areas include:

### Legal/Regulatory

- CCP: professional responsibility, coaching, education, novice practitioners.
- Licensing: practice hour requirements, virtual care, professional responsibilities.
- Legal Issues: liability protection, NP practice, workplace concerns.

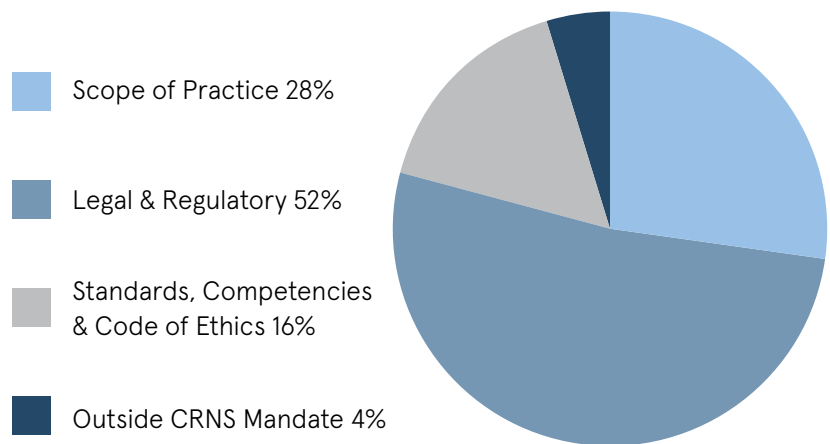
### Scope of Practice

- RN Practice: care settings, RN Specialty Practices, aesthetics, Recognition of Practice.
- NP Practice: prescribing, billing, medical imaging, authority, clarifying CRNS documents.
- Self-Employed Practice: aesthetics, Recognition of Practice, NPs, liability protection, professional responsibility.

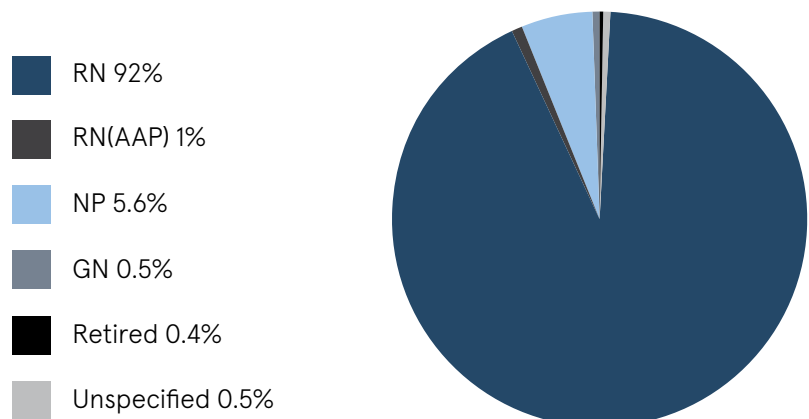
### Standards/ELCs/COE

- Complying with Standards: documentation, medication management, confidentiality and privacy, professional conduct and responsibility.
- Ethical Practice: professional responsibility, confidentiality, boundaries, workplace conduct.
- Workplace Environment: coaching, safety, policy, professional responsibilities, novice practitioners.

## Consultations by Category



## Connections with Practice Advisors by Group



# NCLEX-RN & CNP Exams



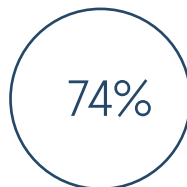
The National Council Licensure Examination (NCLEX-RN) is the exam all applicants who have graduated from a Canadian nursing program, or who are an IEN, must pass in order to become an RN for the first time in Saskatchewan and all other provinces and territories in Canada except Québec. The NCLEX-RN tests 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 2022



Pass Rate



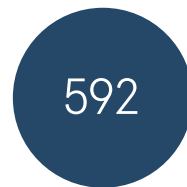
Total Writers 2023



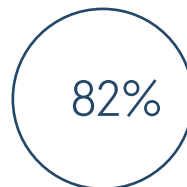
Pass Rate



Total Writers 2024



Pass Rate



---

## Canadian Nurse Practitioner Exam Results

The CRNS approves eligible candidates to write the Canadian Nurse Practitioner 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 41 candidates wrote the CNPE in 2024. The pass rate for Saskatchewan writers was 100 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 2024.

	2020	2021	2022	2023	2024
Registered by Examination	555	652	443	637	628
Registered by Endorsement	134	263	722	936	635
Renewal/ Re-registration	11,289	11,672	11,969	12,392	13,708
<b>Total Practicing</b>	<b>11,987</b>	<b>12,587</b>	<b>13,134</b>	<b>13,965</b>	<b>14,971</b>
Graduate Nurses	375	363	344	382	516
Non-Practicing	234	280	243	337	346
Retired	649	721	811	927	918
Life & Honorary	40	40	40	40	40
<b>Total Membership</b>	<b>13,285</b>	<b>13,991</b>	<b>14,572</b>	<b>15,651</b>	<b>16,761</b>

## Nurse Practitioners (NP) Licensed by Specialty

	2020	2021	2022	2023	2024
Primary Care	269	307	326	343	400
Pediatric	6	6	5	5	5
Neonatal	6	5	6	6	8
Adult	3	3	5	5	9
Adult Women's Health	1	1	1	1	1
<b>Total</b>	<b>285</b>	<b>322</b>	<b>343</b>	<b>360</b>	<b>423</b>

## RN(AAP) Membership

	2020	2021	2022	2023	2024
Total Membership	110	106	104	102	111

## Internationally Educated Nurses (IEN) Applicants

### Regular Stream

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

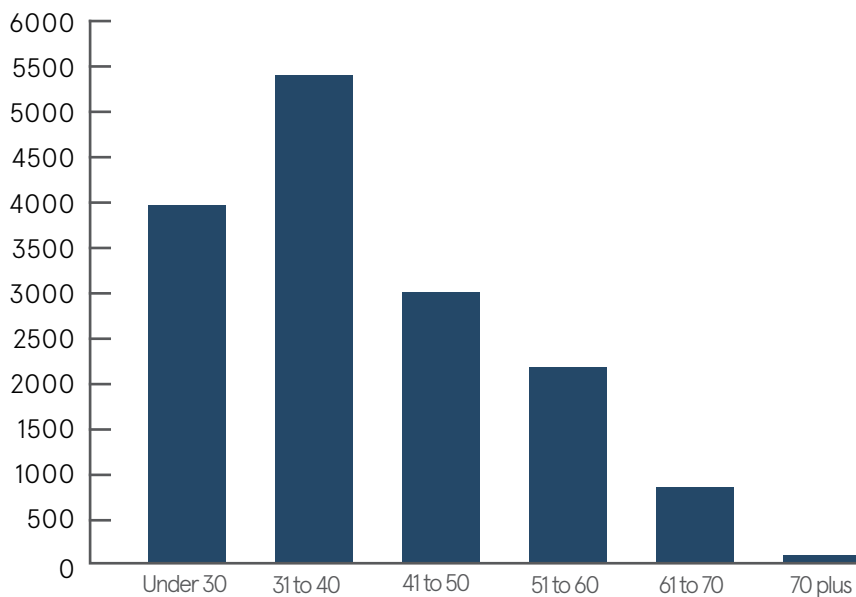
### Philippine Recruitment Mission

- 108** New Applicants
- 192** Referral: Registered Nurse Bridging Program for Internationally Educated Nurses (RNBP/IEN)
- 337** Offered NCLEX-RN eligibility
- 216** Passed the NCLEX-RN
- 43** Offered Initial RN licensure (previously passed NCLEX-RN)

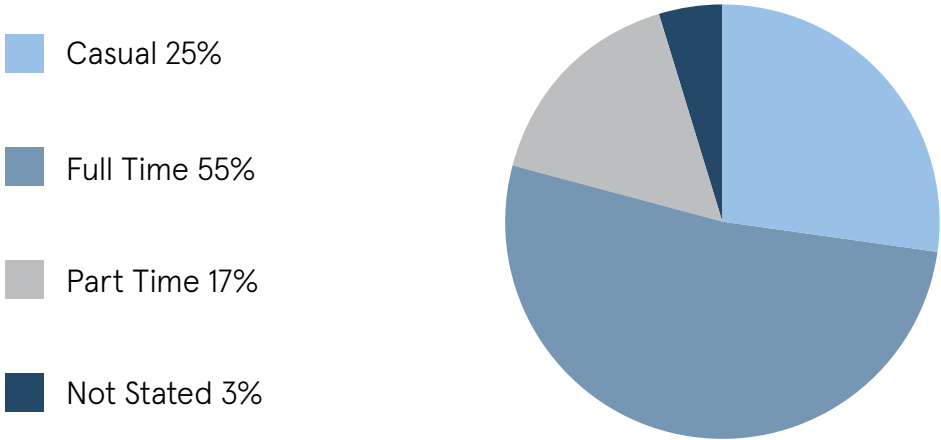
\*Numbers reported may reflect applicants from previous years. The progression from application to the National Nursing Assessment Service (NNAS) to Licensure depends upon several variables.

## Age Groups for Practicing RNs & NPs

In 2024, RNs and NPs in the 31 to 40 age ranges represented the largest demographic age groups.  
Source: CRNS 2024 Membership Year Data



## Employed in Registered Nursing



## Trends in Migration

	2020	2021	2022	2023	2024
In-migration	134	263	722	876	635
Out-migration **	412	617	807	730	835

A total of 635 in-coming applicants with the most coming from: Ontario, Alberta and British Columbia.

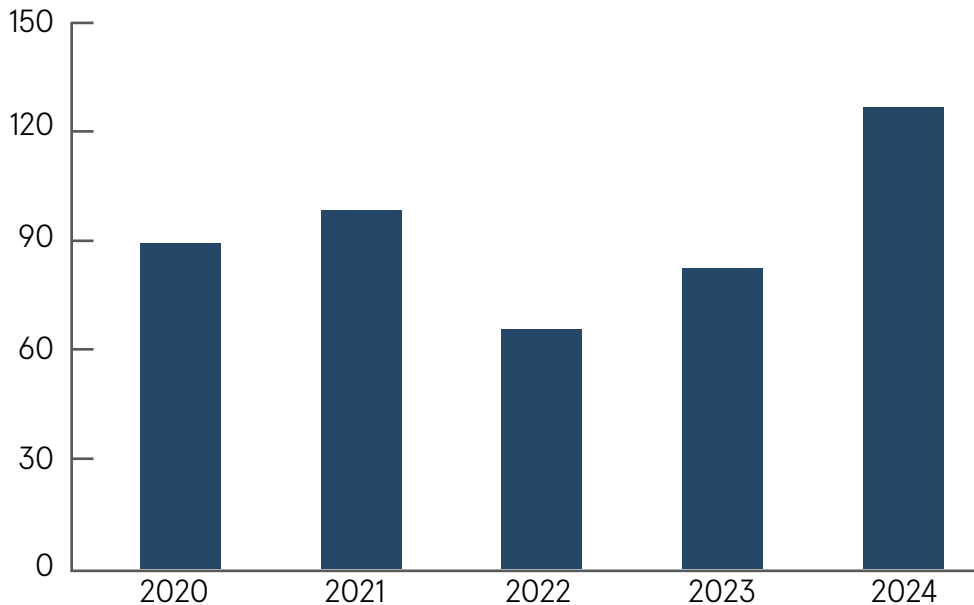
A total of 835 verifications were sent to other provinces or out of the country, with the most sent to: British Columbia (126), CGFNS (91), Alberta (76) and Ontario (75).

\*\*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

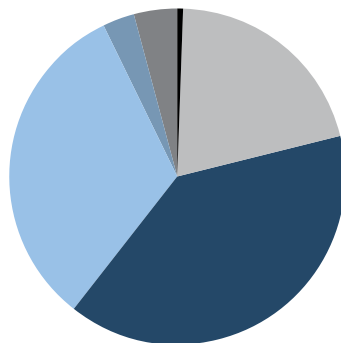


Complaints Received 2020-2024



Complaints by Source

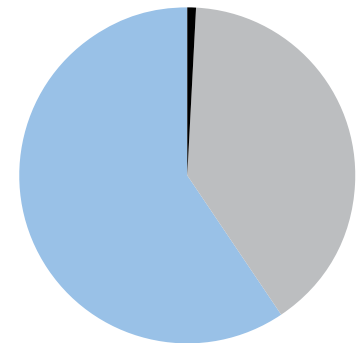
- Anonymous 1%
- Co-worker 20%
- Employer 39%
- Public 32%
- Registrar 3%
- Other 4%



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.

- Incapacity 3%
- Incompetence 37%
- Misconduct 60%



## Notification Timelines

Professional Conduct sends written notification of a complaint to both the complainant and registrant within 30 days of receipt. In 2024, 76 per cent of initiated cases saw notifications occur within the expected timeframe, while 24 per cent of cases did not. Delays may occur due to complications when opening the complaint including difficulties reaching the complainant or requiring clarification on the complaint details.

# Decisions Rendered Timelines

	2023	2024
Time frame to decision (from date complaint was received to date of IC decision)	20 months and 8 days	13 months and 22 days
Length of investigation (from start of active investigation to the date of IC decision)		3 months and 14 days *new metric for 2024

## Top Three Allegations

### Professional Incompetence

1. Lack of appropriate assessment, needs identification, outcome identification, planning and intervention skills.
2. Inappropriate documentation.
3. Medication, treatment errors.

### Professional Misconduct

1. Inappropriate interpersonal communication, team functioning.
2. Not following policy, procedure.
3. Dishonest, untruthful conduct.

## Investigation Committee Outcomes

<b>96</b> Cases Resolved	<b>11</b> *Complaints Not Investigated
<b>49</b> No Further Action (Dismissed)	<b>10</b> Required Education
<b>14</b> Caution	<b>8</b> Withdrawn by Complainant
<b>12</b> Other Appropriate Action 28(3)(h)	<b>6</b> Discipline Hearing
<b>12</b> Undertaking	<b>3</b> Voluntary Surrender

\*Complaints not progressing to investigation due to not meeting the definition of professional misconduct or incompetence in *The Registered Nurses Act, 1988*.

With the legislative changes to *The Registered Nurses Act, 1988*, the IC now has additional options and can have more than one outcome in a case.

# 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 appreciates the commitment, contribution, collaboration and leadership of everyone involved.

## Council Committees

### **Audit and Finance Committee**

The Audit and Finance Committee assists Council in fulfilling its oversight responsibilities of the CRNS by monitoring the integrity and accuracy of financial reporting, the systems of financial internal controls, the audit function and the budget process.

### **Committee Members**

Leah Thorp, RN, Chair  
Alison Morris, RN  
Gaston de la Sablonniere,  
Public Representative

### **CRNS Staff Support**

Dan Li  
Cindy Smith, RN  
Julie Szabo

### **Summary of Activity**

The committee met five (5) times in 2024 to review and monitor the integrity and accuracy of financial reporting, financial control systems, audit functions, and budget processes.

---

### **Legislation and Bylaws Committee**

The Legislation and Bylaws Committee identifies options for Council related to potential changes to *The Registered Nurses Act, 1988* and bylaws. When directed by Council, the committee drafts, reviews and puts forward recommendations for revisions.

### **Committee Members**

Janna Krismer, RN, Chair  
Ryan Klassen, Public Representative  
Jennifer Radloff, RN  
Helen Vandenberg, RN  
Ronda Zinger, RN

### **CRNS Staff Support**

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

### **Summary of Activity**

The committee met three (3) times in 2024 and continued to monitor provincial and national legislative trends related to regulating the nursing profession.

<b>Nominations Committee</b>	<b>Committee Members</b>	<b>CRNS Staff Support</b>	<b>Summary of Activity</b>
The Nominations Committee assists Council in ensuring governance continuity by confirming CRNS has sufficient and qualified candidates for nomination to Council.	Noelle Rohatinsky, RN Jan Devitt, Public Representative Grace Onwuka, RN Frankie Verville, NP (Chair)	Cindy Smith, RN Lesley Stronach Talitha Smadu McCloskey (to March 2024)	The committee reviewed and made recommendations regarding the new competency-based council selection and appointment process. This included an evaluation of materials for the new recruitment plan for 2025.

---

<b>Governance and Human Resources Committee</b>	<b>Committee Members</b>	<b>CRNS Staff Support</b>	<b>Summary of Activity</b>
The Governance and Human Resources Committee assists Council in fulfilling its oversight responsibilities and gaining reasonable assurance as to the effectiveness of governance and Council members, committee work and Council renewal.	Kathy Chabot, RN, Chair (to March 2024) Natalie Thiessen, RN, Chair (from September 2024) Doug Finnie, Public Representative Mariam Nganzo, RN Joelynn Radbourne, NP	Cindy Smith, RN Julie Szabo	The committee met five (5) times in 2024 and reviewed human resources policies and plans, including the CRNS's compensation and benefits plans and Code of Conduct.

---

<b>Nursing Education Program Approval Committee (NEPAC)</b>	<b>Committee Members</b>	<b>CRNS Staff Support</b>	<b>Summary of Activity</b>
The Nursing Education Program Approval Committee (NEPAC) is integral to the approval of all entry to practice education programs in the province of Saskatchewan. The Committee completes all program approval related decisions as delegated by Council.	Katherine Scheirer, RDA, Health Profession Representative Mary Martin-Smith, RN Retired (Co-Chair) Melissa Carignan, NP (Co-Chair) Crystal Kuras, RN Laurie Marple-Ross, RN Meghan Forsyth, NP Greg Lawrence, Public Representative Joanna Alexander, Public Representative Liliana Canadic, RN, Government Representative	Shelley Miner Carole Reece, RN Terri Belcourt, RN	The committee met two (2) times in 2024 and revised three guideline documents, reviewed the new NP entry-level competency integration into the program curricula and finalized the seven-year approval for the Collaborative Nurse Practitioner Program.

## Statutory Committees

Investigations Committee	Committee Members	CRNS Staff Support	Summary of Activity
<p>The Investigation Committee is a statutory committee with their power and authority outlined in <i>The Registered Nurses Act, 1988</i> and the CRNS bylaws. Members of the committee work with a larger group of people to review complaints and collectively make decisions regarding alleged misconduct or incompetence.</p>	<p>Molly Hunter, RN            Marlee Cossette, RN            Lisa Duffield, RN            Rebecca Fahlman, RN            Brenda Andreas, Public Representative            Maureen Johns, Public Representative            Janice Taschuk-Leibel, Public Representative (Chair)</p>	<p>Billy-Jo Howe, RN            Melanie Hladun</p>	<p>The committee met 20 times in 2024 and implemented new processes related to legislation changes, a new decision-making framework, reviewed court decisions and participated in legal counsel education regarding various factors affecting a case and trauma informed considerations.</p>

Discipline Committee	Committee Members	CRNS Staff Support
<p>The Discipline Committee is a statutory committee with their power and authority outlined in <i>The Registered Nurses Act, 1988</i> and the CRNS bylaws. Members of this committee sit on a panel and make decisions regarding allegations of professional incompetence and misconduct. Any case involving the conduct, competence or behaviour of a registered nurse that is referred to a public disciplinary hearing is heard by the Discipline Committee.</p>	<p>Christine Barlow, RN            Joanne Blazieko, RN            Leah Currie, Public Representative            Leah Clement, RN            Kristin Dutchak, RN            Christopher Etcheverry, RN            Sophie Grahame, Public Representative            Karen Gibbons, Public Representative            Sherstin Heino, RN            Michell Jesse, RN            Anne KoKesch, RN            Russ Marchuk, Public Representative            Joanne Petersen, RN            Jodi Romanow, RN            Natasha Shyiak, RN            Elaine Stewart, RN            Frank Suchorab, RN            Leonard Wegner, RN</p>	<p>Cheryl Hamilton, RN            Janelle Schentag, RN (from September 30, 2024)            Leah White, RN (to September 30, 2024)            Karen Rhodes</p>

## Summary of Activity

The following hearings occurred in 2024:

Joseph Vu RN #0045842

Registrant charged with professional misconduct contrary to Subsections 26(1) and (2) of *The Registered Nurses Act, 1988, Code of Ethics, 2017* and the *Registered Nurse Practice Standards and Foundation Competencies for the Practice of Registered Nurses, 2019*.

- A decision was rendered on June 18, 2024.
- A penalty decision was rendered on June 18, 2024.

Leah McInnes RN #0042301

Registrant charged with professional misconduct contrary to Subsections 26(1) and (2) of *The Registered Nurses Act, 1988, Code of Ethics, 2017* and the *Registered Nurse Practice Standards and Registered Nurse Entry Level Competencies, 2019*.

- A decision was rendered on January 12, 2024.
- The charges were dismissed.

Sheldon Mitchell RN #0043489

Registrant charged with professional incompetence contrary to Section 25 of *The Registered Nurses Act, 1988, the Code of Ethics, 2017* and *Registered Nurse Practice Standards and Foundation Competencies for the Practice of Registered Nurses, 2019*.

- Discipline hearing was held October 21, 2024.
- No decision has been rendered.

Mirella Brousseau RN #0045394

Registrant charged with professional misconduct and/or professional incompetence contrary to Section 25 and Subsections 26(1) and 26(2)(1) of *The Registered Nurses Act, 1988, the Code of Ethics, 2017* and *Registered Nurse Practice Standards and Foundation Competencies for the Practice of Registered Nurses, 2019*.

- Discipline hearing was held November 5, 2024.
- No decision has been rendered.

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 decision with the Court of King's Bench was rendered September 25, 2023.
- An appeal filed with the Saskatchewan Court of Appeal October 25, 2023, was abandoned May 13, 2024.
- A preliminary application was heard November 22, 2024.
- No decision has been rendered.

## Staff Advisory Committees

<b>Membership Advisory Committee</b>	<b>Committee Members</b>	<b>CRNS Staff Support</b>	<b>Summary of Activity</b>
<p>The Membership Advisory Committee reviews and recommends member and public representation to CRNS internal and external committees.</p>	<p>Brend Faith Bae, RN</p> <p>Lori Boen, RN, Chair (from Sept 2024)</p> <p>Monique Hladun, Public Representative</p> <p>Robin Evans, RN</p> <p>Sarah Liberman, RN, Interim Chair (to Sept 2024)</p>	<p>Dan Li</p> <p>Lesley Stronach</p>	<p>The committee appointed or re-appointed 26 CRNS members to internal and external committees in 2024 and made recommendations to Council for appointments to Statutory and Council committees.</p>
<b>Registration and Membership Committee</b>	<b>Committee Members</b>	<b>CRNS Staff Support</b>	<b>Summary of Activity</b>
<p>The Registration and Membership Committee provides guidance and offers recommendations to the Executive Director &amp; Registrar regarding administrative policy or individual cases related to registration/licensure and membership requirements in accordance with <i>The Registered Nurses Act, 1988</i> and current Bylaws.</p>	<p>Lynn Jansen, RN, Chair (to August 1, 2024)</p> <p>Maria Estorco, RN (to July 29, 2024)</p> <p>Gina Fleming, RN</p> <p>Patricia Harlton, Public Representative</p> <p>Jennelle Hubick, NP</p> <p>Rodney Luhning, Public Representative</p> <p>Shayna Manderscheid, RN</p>	<p>Donna Cooke, RN (from September 30, 2024)</p> <p>Cheryl Hamilton, RN</p> <p>Deborah Pearson</p> <p>Leah White, RN (to September 30, 2024)</p>	<p>The committee met three (3) times in 2024 and reviewed and made recommendations to the Executive Director &amp; Registrar regarding maintaining eligibility requirements.</p>
<b>NP Practice Advisory Committee</b>	<b>Committee Members</b>	<b>CRNS Staff Support</b>	<b>Summary of Activity</b>
<p>The NP Practice Advisory Committee is a staff advisory committee for the regulation and practice of NPs in Saskatchewan, as well as the administrative policy framework for registration and licensure of NPs. The committee identifies and provides recommendations on NP issues and/or scope of practice.</p>	<p>Arlene Eckert, NP</p> <p>Tara Schmalenberg, NP</p> <p>Frankie Verville, NP</p> <p>Erin Wellsch, NP</p> <p>Johanne Rust, NP, SANP Representative</p> <p>Janet Luimes, NP, Faculty representative</p> <p>Lara Metheral, NP, Faculty representative</p> <p>Maureen Johns, Public Representative</p>	<p>Cindy Smith, RN (Chair)</p> <p>Shayna Moore, RN</p> <p>Shelley Miner</p>	<p>The committee met one (1) time in 2024 to orientate new members, review provincial and national NP practice projects and discuss supports for NPs from a regulatory standpoint.</p>

# Professional Practice Groups

CRNS Professional Practice Groups (PPGs) are registrant-led groups focusing on specific practice areas that support professional growth, development and networking within the RN community. As of December 31, 2024, the CRNS had six (6) PPGs. Key activities for 2024 include:

## Indigenous Nursing (kā-wīci-pimohtēmāt)

- Celebrated Indigenous Nurses Day at the University of Saskatchewan on April 10, 2024.
- Collaborated on creating the CPR RACISM card and video to help RNs and NPs address racism in health care.
- Exploring mentorship and support for undergraduate Indigenous nurses.

## Pain Management

- Annual General Meeting held on December 16, 2024.
- Continued collaboration with SaskPain and the Improving Pain in Saskatchewan (IPSK) research team.
- Published a children’s book, *Rikki’s Invisible Pain*, and a curriculum package for teachers on chronic pain, presented at the September teacher’s conference and the Canadian Pain Care Forum on October 4, 2024.
- Shared educational resources and substance abuse information through social media (Instagram and Facebook).

## Parish Nursing

- Hosted the Canadian Association for Parish Nursing Ministry Conference, *Curious Compassion*, in Saskatoon from April 30 to May 2, 2024.

## PeriAnesthesia Nurses Group of Saskatchewan (PANGS)

- Annual General Meeting on October 5, 2024, plus participated in the Education Day with SORNG in Moose Jaw.
- Completed revisions to Constitution and Bylaws.

## Saskatchewan Nursing Informatics Association (SNIA)

- Collaborated with the BC and Yukon chapters of the Canadian Nursing Informatics Association to stay informed on national informatics opportunities and digital health competencies.
- Met with Saskatchewan’s Chief Nursing Officer to offer support on informatics issues.

## Saskatchewan PeriOperative RN Group (SORNG)

- Annual General Meeting held on October 5, 2024, plus an Education Day in Moose Jaw with the theme “Renew and Refresh” to empower perioperative nurses.
- Hosted webinars on various perioperative topics.
- Revised bylaws to include LPNs as full members.
- Started developing a SORNG website for updates, resources and news.

## CRNS Liaisons

CRNS Liaisons connect the College with its registrants by sharing information and resources on the topics of registered nursing and health care within the mandate of the CRNS. As of December 31, 2024, there were 75 liaisons representing a variety of practice settings across the province.

## CRNS Mentors

CRNS Mentors are registrants with the CRNS who have received additional orientation and training to provide educational presentations developed by the College in support of accountable professional practice. As of December 31, 2024, there were eight (8) mentors engaged in the program. Presentations offered in 2024 were about the Continuing Competence Program (CCP).

# CRNS Affiliations



Association of Professional Nurses of Saskatchewan (APNS)	A professional association representing licensed practical nurses (LPN), registered psychiatric nurses (RPN), nurse practitioners (NP), registered nurses (RN), graduate nurses, nursing students and former registered nurses in Saskatchewan.
Canadian Council of Registered Nurse Regulators (CCRNR)	A collaboration consisting of all Registered Nurse regulators in Canada leading the development of multi-jurisdictional practice guidance/standard documents and initiatives.
Canadian Network of Agencies for Regulation (CNAR)	A not-for-profit organization providing education, certification and networking opportunities for regulators in Canada.
Canadian Nurse Regulators' Collaborative (CNRC)	A network of all designations of nursing regulators in Canada committed to collaboration and networking to harmonize regulation where possible.
Council on Licensure, Enforcement and Regulation (CLEAR)	A not-for-profit organization providing education, certification and networking opportunities for regulators internationally.
National Council of State Boards of Nursing (NCSBN)	A not-for-profit organization with membership consisting of nursing regulators throughout the US, Canada and globally.
National Nursing Assessment Service (NNAS)	A not-for-profit organization that is responsible for the assessment of foundational education and experience of international nurses seeking licensure in Canada.
Network of Interprofessional Regulatory Organizations (NIRO)	A network of health regulators in Saskatchewan.
Saskatchewan Association of Nurse Practitioners (SANP)	A non-profit organization established to create a cohesive voice for all NPs in Saskatchewan.
Saskatchewan Nurse Leadership Network (SNLN)	A collaboration of nurse regulators, health care employers, unions representing nursing and government representation to facilitate discussion and strategies.

# Financial Statements



**VIRTUS  
GROUP**  
Chartered Professional Accountants  
& Business Advisors LLP

## 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, 2024, 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, 2024.

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 20, 2025.

### *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 20, 2025**  
**Regina, Saskatchewan**

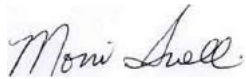
**VIRTUS GROUP LLP**  
**Chartered Professional Accountants**

**COLLEGE OF REGISTERED NURSES OF SASKATCHEWAN**  
**SUMMARY STATEMENT OF FINANCIAL POSITION**  
**AS AT DECEMBER 31, 2024**  
**(with comparative figures for 2023)**

	<u>2024</u>	<u>2023</u>
<b>Assets</b>		
Cash	\$ 6,748,925	\$ 693,998
Investments	3,626,978	9,824,234
Accounts receivable and prepaid expenses	1,197,773	1,130,357
Tangible capital assets	820,527	981,012
Intangible asset	165,982	2,728
	<u>\$ 12,560,185</u>	<u>\$ 12,632,329</u>
 <b>Liabilities</b>		
Accounts payable and accrued liabilities	\$ 381,005	\$ 1,775,199
Deferred revenue and fees collected in advance	6,807,658	6,512,730
	<u>7,188,663</u>	<u>8,287,929</u>
 <b>Net Assets</b>		
Invested in tangible capital & intangible assets	986,509	983,740
Unrestricted surplus	4,385,013	3,360,660
	<u>5,371,522</u>	<u>4,344,400</u>
	<u>\$ 12,560,185</u>	<u>\$ 12,632,329</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, 2024**  
(with comparative figures for the year ended December 31, 2023)

	<u>2024</u>	<u>2023</u>
<b>Revenue</b>		
Application, exam and other fees	\$ 615,370	\$ 654,720
Government funding	224,637	223,165
Interest	417,184	309,311
Memberships	7,936,027	7,344,458
Other revenue	9,146	39,956
	<u>9,202,364</u>	<u>8,571,610</u>
<b>Expenses</b>		
Affiliation fees	1,120,418	1,009,176
Amortization	226,561	209,567
Communications	77,215	129,690
Contracts and consulting	439,854	699,105
Grants, sponsorships, and awards	19,327	27,500
Insurance and property tax	13,666	10,516
Interest and bank charges	69,198	83,749
Miscellaneous	45,897	37,660
Professional development and meetings	288,677	279,483
Rent and lease	216,868	227,736
Repairs and maintenance	39,757	48,781
Supplies, equipment and software	514,764	481,874
Utilities	36,583	49,413
Wages and benefits	4,993,907	4,266,557
	<u>8,102,692</u>	<u>7,560,807</u>
<b>Excess of revenue over expenses before other items</b>	1,099,672	1,010,803
<b>Other items</b>		
Unrealized gain (loss) on investments	(72,550)	35,274
<b>Excess of revenue over expenses</b>	<u>\$ 1,027,122</u>	<u>\$ 1,046,077</u>

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

# CRNS Staff

## Executive Office

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

## Corporate Services and Communications

Dan Li, Director, Corporate Services & Communications  
Lesley Stronach, Senior Assistant, Corporate Services & Communications  
Cheryl Weselak, Human Resources Generalist, Corporate Services & Communications  
Danette Peterman, Administrative Assistant, Facilities, Accounting and Administration, Corporate Services & Communications  
Marin Pinku, Information and Technology Specialist, Corporate Services & Communications  
Victoria Kos, General Accounting Specialist, Corporate Services & Communications  
Ariane Whiting, Manager, Communications & Public Relations (from April 2024)  
Adam Lark, Technology and Design Specialist, Communications & Public Relations  
Brad Yarotsky, Technology and Multimedia Specialist, Communications & Public Relations  
Eddie Qaqish, Communications Coordinator, Communications & Public Relations (from July 2024)

## Registration Services and Professional Conduct

Cheryl Hamilton, RN, 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 (to September 2024)  
Janelle Schentag, RN, Nursing Advisor, Registration Services (from July 2024)  
Wendy Grant, Casual, Administrative Assistant, Registration Services  
Billy-Jo Howe, RN, Manager, Professional Conduct  
Brendalynn Ens, RN, Casual, Nursing Advisor, Professional Conduct  
Cathy Pillipow, NP, Nursing Advisor, Professional Conduct  
Jenna Larocque, RN, Nursing Advisor, Professional Conduct  
Melanie Hladun, Program Assistant, Professional Conduct  
Melissa South, RN, Nursing Advisor, Professional Conduct  
Michelle Duncan, Program Assistant, Professional Conduct  
Katie Schellenberg, NP, Nursing Advisor, Professional Conduct (from September 2024)

## Practice and Education

Terri Belcourt, RN, Director, Practice & Education  
Carole Reece, RN, Nursing Advisor, Practice & Education  
Catharine Wirth, RN, Nursing Advisor, Practice & Education  
Donna Marin, RN, Nursing Advisor, Practice & Education  
Lana Prystai, RN, Nursing Advisor, Practice & Education (term from September 2024)  
Oluwatosin Obidahunsi, Administrative Assistant, Practice & Education (from April 2024)  
Shayna Moore, RN, Nursing Advisor, Practice & Education  
Shelley Miner, Senior Assistant, Practice & Education (from April 2024)  
Susan Furman-Pelzer, NP, Nursing Advisor, Prescription Review Program  
Valerie Ogbodu, Senior Assistant, Practice & Education (to March 2024)  
Virginia Deobald, RN, Nursing Advisor, Practice & Education





©2024 COLLEGE OF REGISTERED NURSES OF SASKATCHEWAN  
EMAIL: [INFO@CRNS.CA](mailto:INFO@CRNS.CA)  
PHONE: 306.359.4200 (REGINA)  
TOLL-FREE: 1.800.667.9945