



COLLEGE OF REGISTERED NURSES OF SASKATCHEWAN
2025 ANNUAL REPORT





May 4, 2026

To the Honorable Minister Jeremy Cockrill:

We are honored to submit the College of Registered Nurses of Saskatchewan's (CRNS) 2025 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,

Natalie Thiessen, RN
CRNS Council Chair

Cindy Smith, RN
CRNS Executive Director & Registrar

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A Message from the Council Chair



CRNS Council Chair
Natalie Thiessen, RN

As the newly appointed Council Chair, I am pleased to share this report highlighting key developments and areas of focus over the past year. It is an honor to continue this important work.

In 2025, the College of Registered Nurses of Saskatchewan (CRNS) advanced its mandate through strengthened governance, continued focus on public protection, and a continued commitment to truth, reconciliation, and culturally-safe care. Council meetings were opened with blessings and teachings from Knowledge Keeper and Cultural Advisor Judy Pelly, whose guidance supported respectful and reflective decision-making. CRNS reaffirmed its commitment to truth and reconciliation

by promoting reflection, honoring Indigenous heritage, and providing guidance to reduce racism.

Throughout 2025, Council continued to enhance its governance effectiveness by advancing key areas of oversight and organizational stewardship. Work in Enterprise Risk Management (ERM) progressed significantly, with Council developing and approving the ERM Policy and Risk Register and establishing the principles that will guide future risk-related decision-making. Council also participated in governance development sessions designed to deepen oversight competencies and strengthen regulatory excellence.

Council engaged in strategic discussions using tools to support planning and environmental scanning. This work informed decision-making and strengthened organizational responsiveness to emerging trends including early discussions on the role of artificial intelligence in regulatory processes and nursing practice. Council also regularly reviewed progress on initiatives within the CRNS Strategic Plan ensuring strong and consistent governance oversight.

Standing committees—including Audit & Finance, Legislation & Bylaws, and Governance & Human Resources—provided reports that informed Council deliberations. Key achievements included the approval of updated bylaws and the new *CRNS Code of Conduct*, supporting registrants as they transition from the *CNA Code of Ethics*. Council continued to monitor the organization's financial health, confirming that CRNS remains financially secure, debt-free, and well-positioned to support current priorities, future projects, and unexpected expenditures.

A major milestone was the successful implementation of the new competency-based nomination and appointment process—the first full cycle of this model. With five registrant members and five public representatives now serving on Council, CRNS has achieved a balanced composition that strengthens its public-protection mandate. As part of this renewal, Council welcomed public representatives Katherine Bergman and Arlene Kuntz.

Council extends sincere appreciation to the Executive Director & Registrar, CRNS staff, and all registrants for their dedication and commitment to safe, high-quality nursing care.

A Message from the Executive Director & Registrar



CRNS Executive Director & Registrar
Cindy Smith, RN

Throughout 2025, the College of Registered Nurses of Saskatchewan (CRNS) advanced several significant initiatives that strengthen regulatory excellence and support safe, high-quality nursing care across the province. Some of this work occurred in collaboration with our regulatory partners across Canada, reflecting our shared commitment to national consistency and improved mobility for Registered Nurses and Nurse Practitioners.

While many initiatives will be fully implemented in 2026, the foundational work completed this year positions the CRNS—and the profession—for important change. Key areas of focus included the adoption of the *CRNS Code of Conduct*, the introduction of the Interjurisdictional Nurse Licensure membership category, continued

implementation of the transition to a generalist model for Nurse Practitioner practice (including the retirement of NP specialty categories), and the early stages of reviewing the RN Entry-Level Competencies. Additional information on each of these initiatives can be found throughout this report.

Collaboration remained central to our progress. We engaged with regulatory colleagues through the development of the Saskatchewan Public Regulatory Advisory Network (SPRAN) and strengthened relationships with partners and the public. SPRAN validates that our regulatory direction remains responsive to the needs of the health system and the public we serve. Engagement with the public was also supported by participation in the Queen City Marathon to enhance awareness of the CRNS and its role and mandate.

Anti-racism work also progressed. In 2025, we deepened dialogue with leaders from First Nations and Métis health organizations and advanced our commitment to culturally-safe, equitable nursing practice. The promotion of the Anti-Racism Guideline provided an important framework for responding when racism occurs in practice settings. We also participated in national knowledge-sharing events focused on addressing anti-Indigenous racism in health care. As RNs and NPs, we carry a profound responsibility not only to care for the physical well-being of our clients but to also lead with empathy, justice and inclusivity.

We continued to align processes with principles of right touch regulation. The Recognition of Practice process was transitioned to the Confirming Nursing Practice model – requiring registrants to reflect on their non-traditional or independent practice and confirm that it meets legislative requirements and definitions of RN or NP practice.

None of this progress would be possible without the dedication of the CRNS team. I am proud of their ongoing commitment to thoughtful, diligent, and evidence-informed work that supports safe nursing practice in Saskatchewan.

To CRNS registrants, thank you. In every role and practice setting, your expertise and professionalism contribute every day to the delivery of safe, high-quality care for people across our province.

Knowledge Keeper's Message



Knowledge Keeper: Judy Pelly

It has been a pleasure working alongside such wonderful, passionate and inspiring individuals that regulate RNs and NPs. The CRNS works diligently to include the Truth and Reconciliation Commissions Call to Action in their work.

As an Elder Advisor I have shared my cultural and traditional teachings with the team. They have taken our Seven Sacred teachings: Love, Truth, Respect, Courage, Humility, Wisdom and Honesty to guide our work as we move forward. I have witnessed and felt so much respect as their Elder. The CRNS are the best allies that continue to support and actively work towards implementing the Calls to Action 18-24 pertaining to Indigenous Health.

I am blessed and honored to continue to help guide the CRNS as it pertains to Indigenous Health.

Megwetch/ Thank you!!

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



Natalie Thiessen, RN
Council Chair
Term 2025-2027



Janna Krismer, RN
President-Elect
Term 2023-2025



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



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



Leah Thorp, RN
Member-at-Large
Term 2025-2026



Joelynn
Radbourne, NP
Member-at-Large
Term 2024-2026



Arlene Kuntz
Public Representative
Term 2025-2028



Doug Finnie
Public Representative
Term 2018-2026



Gaston de la Sablonniere
Public Representative
Term 2023-2026



Katherine Bergman
Public Representative
Term 2025-2028



Ryan Klassen
Public Representative
Term 2023-2026



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.



New CRNS Initiatives

Throughout 2025, CRNS staff contributed to several major initiatives, many of which were national collaborations with regulatory partners across Canada. These collective efforts support agreed upon national principles that will enhance mobility for Registered Nurses and Nurse Practitioners between jurisdictions. While implementation of most initiatives is planned for 2026, substantial foundational work occurred throughout the year.

Adoption of the CRNS Code of Conduct

- Legislation requires CRNS to establish a Code of Conduct that outlines expectations for registrant behaviour and ensures safe, ethical, and competent nursing practice within a self-regulated profession.
- Registrants have historically followed the *CNA Code of Ethics for Registered Nurses, 2017* and may continue to use the 2025 CNA document as a supporting resource.

Introduction of the Interjurisdictional Nurse License (INL) Membership

- The INL is a national initiative designed to enable RNs and NPs to provide temporary health care services—such as agency work or virtual care—across provincial lines.
- This membership category will help ensure timely access to nursing services where they are most needed.

Removal of the Requirement for NP Methadone Exemptions for Pain Management

- Nurse Practitioners will no longer need to apply to the Registrar to prescribe methadone solely for pain management.
- Since Health Canada no longer requires exemptions, this change will help reduce barriers and improve timely access to chronic pain treatment.

Development of an Independent Practice Register

- The number of self employed RNs and NPs continues to grow.
- By requiring registrants engaged in independent practice to formally register their practice, CRNS strengthens its commitment to its public protection mandate.

Elimination of NP Specialty Categories

- As part of a multi-year national project, NP practice is transitioning to a generalist model.
- This change will support increased interprovincial mobility and contribute to improved access to health care services across Canada.

Partner and Public Engagement

Engaging with partners and the public in purposeful and meaningful ways continued to be a priority in 2025. We remain committed to engaging the public and incorporating their insights and expectations into our regulatory processes.

Key activities included:

- The Saskatchewan Public Regulatory Advisory Network (SPRAN). A sub-group of 10 Network of Interprofessional Regulatory Organizations (NIRO) members, including the CRNS, continued working towards establishing the foundations for the pilot project. The aim of the SPRAN is to enhance public engagement in regulatory matters that affect multiple Saskatchewan health regulators. Recruitment initiatives and interviews were completed successfully resulting in a diverse pool of candidates.
- Orientation to Regulation. Collaborating with the Saskatchewan Health Authority, the College of Licensed Practical Nurses and the College of Registered Psychiatric Nurses, the CRNS contributed to two presentations to nursing managers and educators. The topics included a general orientation to regulation and information about complaints management processes. The feedback from both presentations was positive and attendees reported new learning.
- Queen City Marathon (QCM). Building on successful public engagement in 2024, CRNS staff and Council participated as an exhibitor at the QCM Race Expo held in September. 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.









New & Revised Documents & Nursing Practice Updates

Written guidance supports RNs, RN(AAP)s and NPs to be accountable professionals who provide safe, competent, and culturally-safe care. Nursing practice updates, guidelines and resources provide registrants with current evidence-informed information to support their practice. Guidelines and resources go through a consultation process whereby registrants, partners and the public have the opportunity to provide feedback.

The following nursing practice updates were shared in 2025:

- New Services at Select Saskatchewan Pharmacies
- Joint Statement: Pharmacy Prescription Transfers for Controlled Drugs
- Nurse Practitioner Regulation Framework Implementation Plan Project
- Pharmacist Assessment Record Content Changes
- Nurse Practitioner Responsibilities to Respond to Investigation Information Requests
- Pharmacist Prescribing Information
- Ethical Practice Expectations
- Pharmacist Dispensing Authority under the CDSA during Drug Shortages
- Recognition of Practice transition to Confirming Nursing Practice
- Myeloma Resources
- Subsection 56(1) Class Exemption for NPs to Prescribe Anabolic Steroids for Therapeutic Use
- NP Referrals to Physicians with Additional Training
- Upcoming Launch of Phase 2 of the Saskatchewan Biosimilars Initiative
- Joint Statement CPSS and CRNS: Physicians & NPs authorizing RNs to provide injections of Botox and other bioactive agents

The following were revised in 2025:

- Aesthetic Nursing Resource
- Prescribing Controlled Drugs and Substances for Nurse Practitioners
- Registered Nurse Specialty Practice (RNSP) Guideline
- Graduate Nurse Practice Guideline
- Helicobacter Pylori: Adult RN(AAP) Clinical Decision Tool
- The CRNS Code of Conduct was developed and approved by the Ministry of Health in 2025 and will be implemented in 2026.

Philippine Recruitment Mission

The Government of Saskatchewan's targeted recruitment mission for Filipino educated registered nurses concluded in 2025. This initiative represented a coordinated, multi partner effort involving the College of Registered Nurses of Saskatchewan (CRNS), the Saskatchewan Health Authority (SHA), Saskatchewan Polytechnic, the Ministry of Advanced Education and the Ministry of Immigration and Career Training. The mission was established to address provincial workforce needs by supporting internationally educated nurses (IENs) in meeting Saskatchewan's regulatory and practice requirements.

Throughout the duration of the mission, the CRNS received 427 National Nursing Assessment Service (NNAS) reports from Filipino educated RN applicants. These reports informed the regulatory assessment process.

In total, 406 applicants were referred by the CRNS to the Saskatchewan Polytechnic Transition to Registered Nursing in Canada program.

By year end 2025, 378 candidates had been offered initial RN licensure. This outcome reflects both the high level of engagement from applicants and the strong collaboration among regulatory, educational, and health system partners. The integration of these nurses contributes meaningfully to Saskatchewan's nursing workforce and supports improved access to care across the province.





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 the CRNS practice standards and entry-level competencies (ELC) and the CNA *Code of Ethics*.

Topics within these areas include:

Legal/Regulatory

- CCP: coaching, professional responsibilities and CCP verification.
- Licensing: practice hours requirement, confirming nursing practice, professional responsibilities and virtual care.

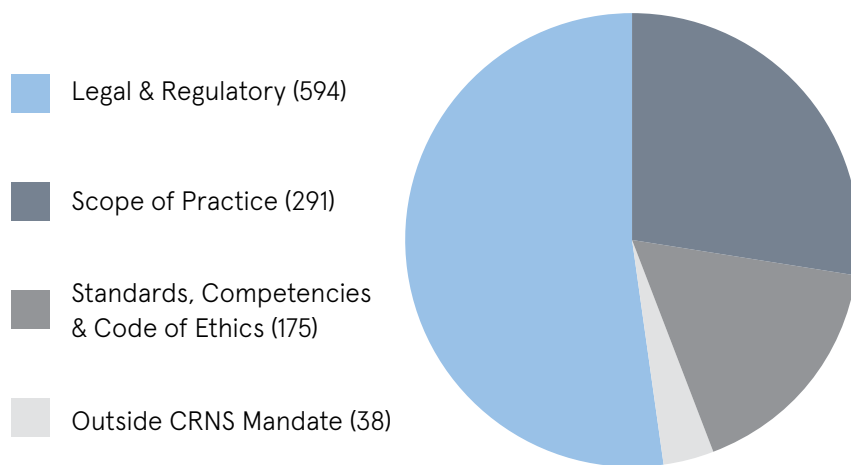
Scope of Practice

- RN Practice: confirming nursing practice in non-traditional or independent practice settings, RN Specialty Practice, direct care settings and authority to perform care.
- NP Practice: prescribing, authority to provide care or authorize another care provider, confirming nursing practice, aesthetics and virtual care.

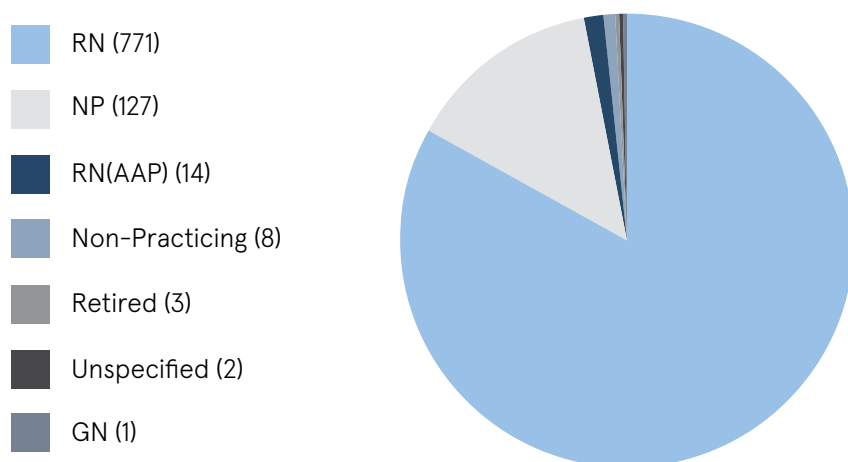
Standards/ELCs/Code of Ethics

- Complying with Standards: medication management, professional responsibilities, best practice, virtual care and assignment of task.
- Workplace Environment: competency, safety, policy, professional responsibilities and staffing.
- Maintaining Competence: education, fitness to practice, RN Specialty Practice, medication management and documentation.

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 2023

583

Pass Rate

85%

Total Writers 2024

592

Pass Rate

82%

Total Writers 2025

683

Pass Rate

77%

Canadian Nurse Practitioner Exam Results

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

A total of 25 candidates wrote the CNPE in 2025. The pass rate for Saskatchewan writers was 86 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 2025. With the transition to the new registrant database RN and NP registers are separated.

	2021	2022	2023	2024	2025
Registered by Examination	652	443	637	628	730
Registered by Endorsement	263	722	936	635	575
Renewal/ Re-registration	11,672	11,969	12,392	13,708	13,949
Nurse Practitioner					466
Total Practicing	12,587	13,134	13,965	14,971	15,720
Graduate Nurse	363	344	382	516	555
Non-Practicing	280	243	337	346	414
Retired	721	811	927	918	987
Total Membership	13,991	14,572	15,651	16,761	17,676

Nurse Practitioners (NP) Licensed by Specialty

	2021	2022	2023	2024	2025
Primary Care	307	326	343	400	443
Pediatric	6	5	5	5	4
Neonatal	5	6	6	8	9
Adult	3	5	5	9	9
Adult Women's Health	1	1	1	1	1
Total	322	343	360	423	466

RN(AAP) Membership

	2021	2022	2023	2024	2025
Total Membership	106	104	102	111	126

Internationally Educated Nurses (IEN) Applicants

Regular Stream

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

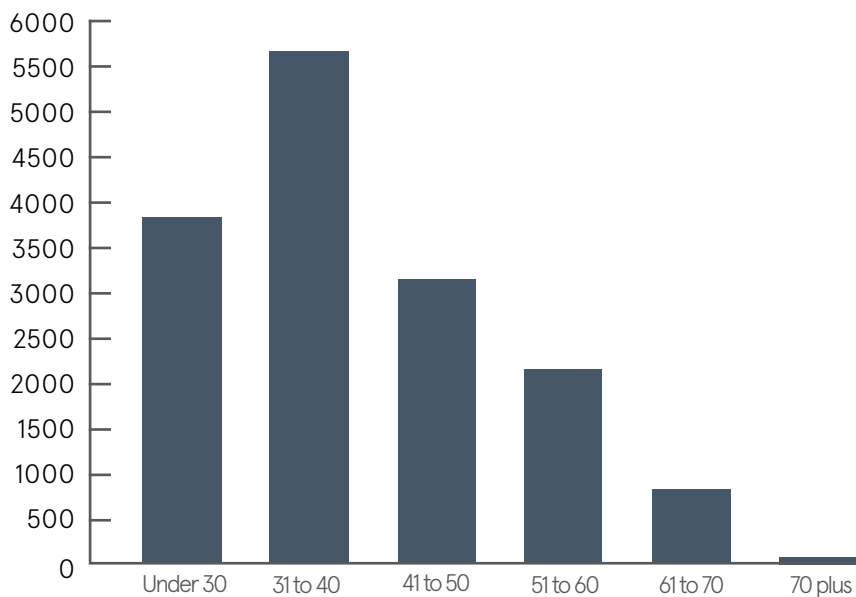
Philippine Recruitment Mission

- 2** Offered NCLEX-RN eligibility
- 110** Passed the NCLEX-RN

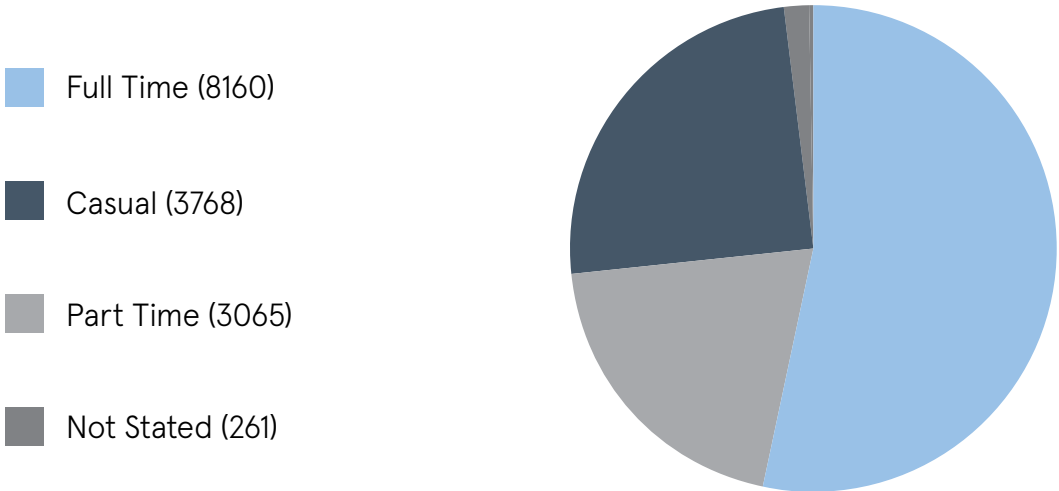
*Numbers reported may reflect applicants from previous years. The progression from application to the National Nursing Assessment Service (NNAS) to Licensure depends upon several variables.

Age Groups for Practicing RNs & NPs

In 2025, RNs and NPs in the 31 to 40 age ranges represented the largest demographic age groups.
Source: CRNS 2025 Membership Year Data.



Employed in Registered Nursing



Trends in Migration

	2021	2022	2023	2024	2025
In-migration	263	722	876	635	575
Out-migration **	617	807	730	835	926

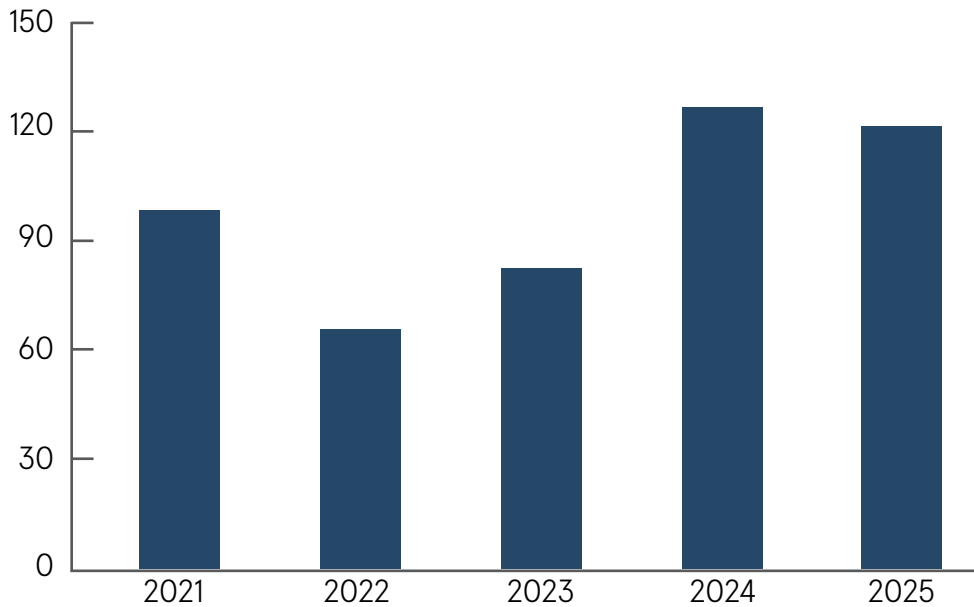
A total of 575 in-coming applicants with the most coming from: Alberta; Nova Scotia; and Ontario.

A total of 926 verifications were sent to other provinces or out of the country, with the most sent to: British Columbia (233), Out of Country (220), Manitoba (150), Alberta (76) and Ontario (74).

**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.

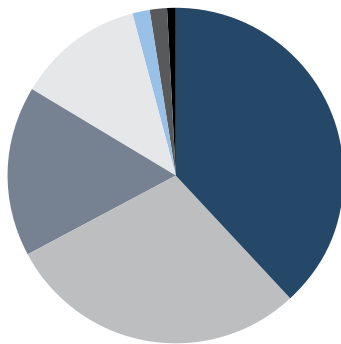
Investigations

Complaints Received 2021-2025



Complaints by Source

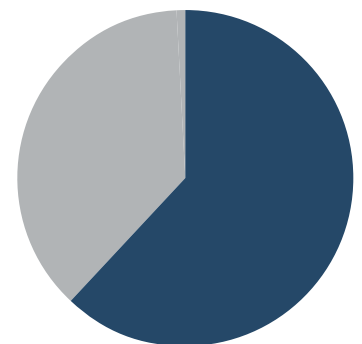
- Employer (47)
- Public (36)
- Co-worker (20)
- Registration Services (15)
- Anonymous (2)
- Other (2)
- Registrar (1)



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.

- Misconduct (107)
- Incompetence (64)
- Incapacity (0)



Notification Timelines

Professional Conduct provides written notification of a complaint to the complainant and member within 30 days of receipt. In 85% of the cases initiated in 2025, written notification was completed within the expected timeframe. Written notification was completed outside of the expected timeframe in 15% of the cases initiated in 2025. When notification is completed outside of the the expected timeframe it is often due to complications in opening the complaint (not being able to contact the complainant or clarification of the complaint with the complainant).

Decisions Rendered Timelines

	2024	2025
Timeframe to decision (from date complaint was received to date of IC decision)	13 months & 22 days	12 months & 2 days
Length of investigation (timeframe of active investigation to the date of IC decision)	3 months & 14 days	3 months & 17 days

Top Three Allegations

Professional Incompetence

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

Professional Misconduct

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

Investigation Committee Outcomes

121 Cases Resolved	14 Other Appropriate Action 28(3)(h)
52 No Further Action (Dismissed)	13 Complaint Not Moved to Investigation*
20 Caution	6 Discipline Hearing
20 Undertaking	5 Withdrawn by Complainant
18 Required Education	0 Voluntary Surrender

According to *The Registered Nurses Act, 1988*, the Investigation Committee can have more than one outcome in a case.

*Complaint is not moved to investigation due to not meeting the definition of professional misconduct or incompetence as defined in *The Registered Nurses Act, 1988*.

Committees

Each year, members of the public and CRNS registrants – RNs, NPs, and RN(AAP)s – contribute time and expertise to committees that provide oversight and/ or contribute 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 related to the financial affairs of the CRNS.

Committee Members

Leah Thorp, RN, Chair (to June 2025)
 Alison Morris, RN, Chair (from July 2025)
 Gaston de la Sablonniere, Public Representative
 Arlene Kuntz, Public Representative (from September 2025)
 Katherine Bergman, Public Representative (from September 2025)

CRNS Staff Support

Dan Li
 Cindy Smith, RN
 Julie Szabo

Summary of Activity

The committee met five times in 2025 to review and monitor the integrity and accuracy of financial reporting, financial control systems, audit functions, and budget processes.

Legislation and 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.

Committee Members

Janna Krismer, RN, Chair (to May 2025)
 Ryan Klassen, Chair, Public Representative (as of June 2025)
 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 four times in 2025 to review and recommend the CRNS Bylaw amendments that were presented to the Council. CRNS received Ministerial approval for the 2025 regulatory Bylaw amendments. The Committee continued to monitor provincial and national legislative trends related to the regulations of the nursing profession.

Nominations Committee	Committee Members	CRNS Staff Support	Summary of Activity
The Nominations Committee assists Council in ensuring governance continuity by confirming CRNS has sufficient and qualified candidates for nomination for Council.	<p>Francoise (Frankie) Verville, NP (Chair)</p> <p>Noelle Rohatinsky, RN</p> <p>Jan Devitt, Public Representative</p>	<p>Cindy Smith, RN</p> <p>Lesley Stronach</p>	The committee utilized the new recruitment plan regarding the competency-based council selection and appointment process. The committee reviewed and made recommendations on one registrant and two public representatives to Council in June.

Governance and Human Resources Committee	Committee Members	CRNS Staff Support	Summary of Activity
The Governance and Human Resources Committee assists Council in fulfilling its oversight responsibilities and to provide reasonable assurance regarding the effectiveness of governance, Council and committee performance, and Council renewal processes.	<p>Natalie Thiessen, RN, Chair (to September 2025)</p> <p>Leah Thorp, RN (from September 2025)</p> <p>Doug Finnie, Public Representative</p> <p>Mariam Nganzo, RN</p> <p>Joelynn Radbourne, NP (to September 2025)</p> <p>Katherine Bergman, Public Representative (from September 2025)</p>	<p>Cindy Smith, RN</p> <p>Julie Szabo</p>	The committee met three times in 2025 to support Council in providing effective oversight of the Council's relationship with the Executive Director, human resources policies and plans, including compensation, benefits, and Code of Conduct, and to make recommendations to the Council.

Nursing Education Program Approval Committee (NEPAC)	Committee Members	CRNS Staff Support	Summary of Activity
The NEPAC is integral to the approval of all entry-to-practice education programs in Saskatchewan. The Committee completes all program approval related decisions as delegated by CRNS Council.	<p>Melissa Carignan, NP (co-chair)</p> <p>Greg Lawrence, Public Representative (co-chair)</p> <p>Crystal Kuras, RN</p> <p>Laurie Marple-Ross, RN</p> <p>Meghan Forsyth, NP</p> <p>Joanna Alexander, Public Representative</p> <p>Liliana Canadic, RN, Government Representative</p>	<p>Terri Belcourt, RN</p> <p>Carole Reece, RN</p> <p>Cathy Wirth, RN</p> <p>Shelley Miner</p>	The committee met two times in 2025. The committee reviewed annual reports submitted by all approved nursing education programs. Additionally, the committee reviewed the new NP Entry-Level Competencies integration (Collaborative Nurse Practitioner Program) and proposed changes to the Master of Nursing – Nurse Practitioner program scheduled to launch in September 2027. A new co-chair was also selected by the committee.

Statutory Committees

Investigations Committee

The Investigation Committee is a statutory committee with their power and authority outlined in *The Registered Nurses Act, 1988* 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.

Committee Members

Janice Taschuk-Leibel, Public Representative (Chair)
 Brenda Andreas, Public Representative
 Janet Devitt, Public Representative (September 2025)
 Lisa Duffield, RN
 Rebecca Fahlman, RN
 Marlee Fair, RN
 Molly Hunter, RN (term ended November 2025)
 Maureen Johns, Public Representative
 Donna Strilaeff, RN (September 2025)
 Nancy Wagner, RN (September 2025)

CRNS Staff Support

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

Summary of Activity

The Investigation Committee met 19 times in 2025. Along with the mandated work of reviewing and making decisions related to allegations heard, activities of the Investigation Committee in 2025 included:

- Implementation of new meeting processes
- Review and revision of policies and procedures
- In-house legal counsel education related to evidence
- Investigation Committee legal counsel presentation – Bias in Complaints Investigations and Disciplinary Hearings
- Customized education provided by Foundation of Administrative Justice – Principles of Administrative Justice
- Delivered 11 cautions to registrants

Discipline Committee

The Discipline Committee is a statutory committee with their power and authority outlined in *The Registered Nurses Act, 1988* 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.

Committee Members

Christine Barlow, RN (retired)
 Joanne Blazieko, RN
 Leah Clement, RN
 Leah Currie, Public Representative
 Kristin Dutchak, RN
 Christopher Etcheverry, RN
 Carli Fjeldberg, RN (from November 25, 2025)
 Karen Gibbons, Public Representative
 Sophie Grahame, Public Representative
 Michell Jesse, RN

CRNS Staff Support

Cheryl Hamilton, RN
 Janelle Schentag, RN
 Karen Rhodes

Discipline Committee Summary of Activity

Any case involving the conduct, competence or behavior of an RN that is referred for public disciplinary hearing is heard by the CRNS Discipline Committee. The Committee consists of RNs and Public Representatives. There were several educational opportunities provided to the Committee in 2025: an education day facilitated by Brittnee Holliday, legal counsel to the Committee; a customized workshop, entitled "Principles of Administrative Justice" offered by the Foundation of Administrative Justice (FOAJ); and Chair and Writer training provided by Chris Etcheverry, a long-standing Discipline Committee member.

All activities of the committee continue to occur via video conferencing.

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.

A decision was rendered January 10, 2025.

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.

A decision was rendered February 3, 2025.

Jennifer Brown RN#0050304

Registrant charged with professional incompetence contrary to Subsection 25 of *The Registered Nurses Act, 1988*, *Code of Ethics, 2017*, the *Registered Nurse Practice Standards (2019)* and *Registered Nurse Entry-Level Competencies, 2019*.

A decision including penalty was rendered on June 25, 2025.

Robert Wiley RN#0038895

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

A decision was rendered on September 4, 2025.

A penalty hearing decision is pending.

Harpal Singh RN#0051425

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

A decision including penalty was rendered on November 28, 2025.

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.

A decision was rendered March 7, 2025

A penalty hearing was heard May 2, 2025.

A decision was rendered August 29, 2025.

An appeal was filed with the Saskatchewan Court of King's Bench October 15, 2025

Staff Advisory Committees

Membership Advisory Committee

The Membership Advisory Committee reviews and recommends member and public representation to CRNS internal and external committees.

Committee Members

Brend Faith Bae, RN
Lori Boen, RN, Chair
Monique Hladun, Public Representative
Robin Evans, RN
Sarah Liberman, RN

CRNS Staff Support

Dan Li
Lesley Stronach

Summary of Activity

The Committee appointed or re-appointed 18 CRNS members to internal and external committees in 2025 and made recommendations to Council for appointments to Statutory and Council committees.

NP Practice Advisory Committee

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.

Committee Members

Arlene Eckert, NP
Tara Schmalenberg, NP
Erin Wellsch, NP
Francoise (Frankie) Verville, NP
Janet Luimes, NP
Johanne Rust, NP
Maureen Johns, Public Representative
Olena Schemenauer, Public Representative

CRNS Staff Support

Cindy Smith, RN
Shelley Miner
Shayna Moore, RN
Terri Belcourt, RN

Summary of Activity

The committee met once in 2025 to discuss federal and provincial NP practice changes, updates, and projects, as well as supports for NP registrants. The group was consulted on topics such as Health Canada legislation changes regarding physician equivalent services and the process for approving federal exemptions in Saskatchewan.

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, 2025, the CRNS has 6 PPGs. Highlights of the CRNS PPG's activities for 2025 include:

Indigenous Nursing (kā-wīci-pimohtēmāt)

- Celebrated Indigenous Nurses Day on April 10, 2025.
- Grew a membership base extending across Canada.
- Continued to enhance and share last year's CPR RACISM card and CPR RACISM video. Ongoing discussions focused on identifying ways to support and mentor Indigenous nurses.

Pain Management

- Used social media to promote upcoming educational opportunities, sessions and conferences, and to invite new membership.
- Held the Annual General Meeting on July 4, 2025.

Parish Nursing

- Participated in national work with the Canadian Association of Parish Nursing Ministry, including revisions to the Parish Nursing: Standards for Practice and development of a position statement on medical assistance in dying (MAiD).

PeriAnesthesia Nurses Group of Saskatchewan (PANGS)

- Provided multiple educational opportunities for members, including virtual webinars.
- Participated in the National Association of PeriAnesthesia Nurses of Canada virtual Spring conference and AGM on May 31, 2025.
- Collaborated with SORNG to provide members with access to SORNG's online educational offerings.

Saskatchewan Nursing Informatics Association (SNIA)

- Established a Western Canadian Chapter with the Canadian Nursing Informatics Association, highlighting Western Canada's contributions to nursing informatics.

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

The role of a CRNS Liaison is to be a connection between the CRNS and its registrants. Liaisons act as informal mentors and leaders and are 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, 2025, 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, 2025, there are five Mentors engaged in the program. This year, the presentations requested and offered were on the Continuing Competence Program. We thank the Mentors for their dedication and service to the work of the CRNS.

CRNS Affiliations

Association of Professional Nurses of Saskatchewan (APNS)	A professional association representing licensed practical nurses (LPNs), registered psychiatric nurses (RPNs), nurse practitioners (NPs), registered nurses (RNs), graduate nurses, nursing students and former registered nurses in Saskatchewan.
Canadian Council of Registered Nurse Regulators (CCRNR)	Formed to promote excellence and support collaboration in regulating the profession of RNs and NPs in Canada. Is committed to safe nursing across Canada and working together toward consistency in nursing regulation for the Canadian public.
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)	Is a collective of individual regulatory authorities who are legislated to regulate LPNs, RNs, NPs, and RPNs in Canada in the public interest. Supports and enables collaboration to advance regulatory excellence across Canada.
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 forum of nurse regulators, healthcare employers, and unions representing nursing and educators led by the CNO Ministry of Health to facilitate discussion and strategies to support the nursing workforce in Saskatchewan through leadership, collaboration, information sharing and innovation.
Saskatchewan Public Regulatory Advisory Network (SPRAN)	A network dedicated to meaningful public engagement on important issues related to health care regulation in Saskatchewan.

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, 2025, 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, 2025.

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 23, 2026.

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 23, 2026
Regina, Saskatchewan**

**VIRTUS GROUP LP
Chartered Professional Accountants**

COLLEGE OF REGISTERED NURSES OF SASKATCHEWAN
SUMMARY STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2025
(with comparative figures for 2024)

	<u>2025</u>	<u>2024</u>
Assets		
Cash	\$ 7,650,092	\$ 6,748,925
Investments	4,664,825	3,626,978
Accounts receivable and prepaid expenses	1,193,610	1,197,773
Tangible capital assets	689,074	820,528
Intangible asset	206,718	165,981
	<u>\$ 14,404,319</u>	<u>\$ 12,560,185</u>
 Liabilities		
Accounts payable and accrued liabilities	\$ 1,561,195	\$ 381,005
Deferred revenue and fees collected in advance	7,006,053	6,807,658
	<u>8,567,248</u>	<u>7,188,663</u>
 Net Assets		
Invested in tangible capital & intangible assets	895,792	986,509
Unrestricted surplus	4,941,279	4,385,013
	<u>5,837,071</u>	<u>5,371,522</u>
	<u>\$ 14,404,319</u>	<u>\$ 12,560,185</u>

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

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, 2025
(with comparative figures for the year ended December 31, 2024)

	<u>2025</u>	<u>2024</u>
Revenue		
Application, exam and other fees	\$ 484,850	\$ 615,370
Government funding	55,996	224,637
Interest	354,782	417,184
Memberships	8,082,548	7,936,027
Other revenue	46,558	9,146
	<u>9,024,734</u>	<u>9,202,364</u>
Expenses		
Affiliation fees	1,132,654	1,120,418
Amortization	207,047	226,561
Bank charges	162,580	69,198
Communications	67,448	77,215
Contracts and consulting	724,221	439,854
Grants, sponsorships, and awards	28,950	19,327
Insurance	13,514	13,666
Miscellaneous	58,307	45,897
Professional development and meetings	328,258	288,677
Rent	231,543	216,868
Repairs and maintenance	40,828	39,757
Supplies, equipment and software	338,148	514,764
Utilities	29,038	36,583
Wages and benefits	5,334,606	4,993,907
	<u>8,697,142</u>	<u>8,102,692</u>
Excess of revenue over expenses before other items	327,592	1,099,672
Other items		
Unrealized gain (loss) on investments	137,957	(72,550)
Excess of revenue over expenses	<u>\$ 465,549</u>	<u>\$ 1,027,122</u>

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

CRNS Staff

Executive Office

Cindy Smith, RN, Executive Director & Registrar

Christa Weber, Legal Counsel

Julie Szabo, Executive Assistant, Governance

Corporate Services and Communications

Dan Li, Director, Corporate Services & Communications

Adam Lark, Technology and Design Specialist,
Communications & Public Relations

Ariane Whiting, Manager, Communications & Public
Relations

Brad Yarotsky, Technology and Multimedia Specialist,
Communications & Public Relations

Cheryl Weselak, Human Resources Generalist, Corporate
Services & Communications

Danette Peterman, Administrative Assistant, Facilities,
Accounting & Administration, Corporate Services &
Communications

Eddie Qaqish, Communications Coordinator,
Communications & Public Relations

Lesley Stronach, Senior Assistant, Corporate Services &
Communications

Marin Pinku, Information and Technology Specialist,
Corporate Services & Communications

Victoria Kos, General Accounting Specialist, Corporate
Services & Communications

Registration Services and Professional Conduct

Cheryl Hamilton, RN, Director, Registration Services &
Professional Conduct

Ann-Marie Urban, RN, Report Writing, Professional
Conduct (casual from August 2025)

Billy-Jo Howe, RN, Manager, Professional Conduct

Brendalynn Ens, RN, Nursing Advisor, Professional
Conduct (casual)

Cathy Pillipow, NP, Nursing Advisor, Professional Conduct

Dawn Aschenbrener, Administrative Assistant,
Registration Services

Deborah Pearson, Senior Assistant, Registration Services

Donna Cooke, RN, Nursing Advisor, Registration Services
(to October 2025)

Janelle Schentag, RN, Nursing Advisor, Registration
Services

Jenna Larocque, RN, Nursing Advisor, Professional
Conduct

Karen Rhodes, Program Assistant, IEN, Licensure &
Discipline

Katie Schellenberg, NP, Nursing Advisor, Professional
Conduct

Leah White, RN, Nursing Advisor, Registration Services

Melanie Hladun, Program Assistant, Professional Conduct

Melissa South, RN, Nursing Advisor, Professional Conduct

Michelle Duncan, Program Assistant, Professional
Conduct

Michelle Trowell-Repsch, RN, Nursing Advisor,
Registration Services (term from August 2025)

Nikita Schmidt, Administrative Assistant, Registration
Services

Sherry Joa, RN, Nursing Advisor, Registration Services
(casual from May to November 2025)

Wendy Grant, Administrative Assistant, Registration
Services

Nursing 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)

Oluwatosin Obidahunsi, Administrative Assistant, Practice
& Education

Shayna Moore, RN, Nursing Advisor, Practice & Education

Shelley Miner, Senior Assistant, Practice & Education

Susan Furman-Pelzer, NP, Nursing Advisor, Prescription
Review Program/Opioid Use Disorder Program

Virginia Deobald, RN, Nursing Advisor, Practice &
Education



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