



College of **Registered Nurses**
of Newfoundland & Labrador

2019-20

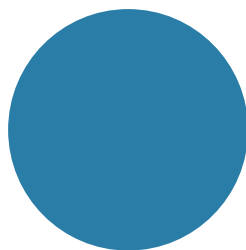
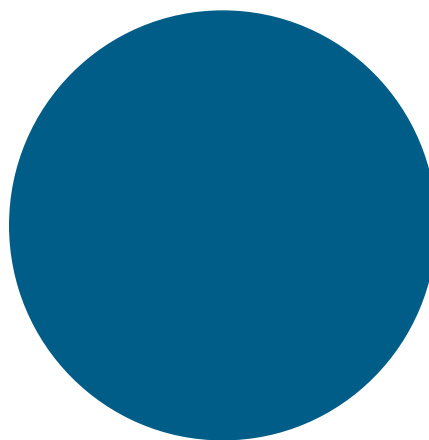
ANNUAL REPORT

This Report Details the Operations of the College of Registered Nurses of
Newfoundland & Labrador from April 1st, 2019 to March 31st, 2020

Designed and Published by:
James Sheppard, Communications Officer
Julie Wells, Research & Policy Officer

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Message from the Chair

"I AM COMPELLED TO EXPRESS HOW TRULY HONORED I FEEL TO HAVE THE DISTINCTION OF BEING THE LAST PRESIDENT OF ARNNL AND THE VERY FIRST CHAIR OF CRNNL..."



THIS ANNUAL REPORT IS ONE OF INCREDIBLE SIGNIFICANCE.

Significant because of the monumental changes that have taken place in recent months. Some of which include changes to the provincial legislation and regulations which has resulted in the Association of Registered Nurses of Newfoundland and Labrador (ARNNL) officially becoming the College of Registered Nurses of Newfoundland and Labrador (CRNNL) and removing the requirement of a collaborating physician for Nurse Practitioners.

This past year has seen a significant restructuring of the College Council, a substantial increase in public profile and has brought about a reinvigorated understanding of our role in the health and well-being of Newfoundlanders and Labradorians.

As I reflect on this extraordinary year, I am compelled to express how truly honored I

feel to have the distinction of being the last President of ARNNL and the very first Chair of CRNNL. My time working with this organization has provided me with the opportunity to witness countless examples of outstanding nursing excellence and leadership, all with a focus on ensuring and enhancing public safety.



I would like to sincerely acknowledge the commitments of my nursing colleagues who volunteer so freely their time and expertise as members of the CRNNL Council. Thank you for all your contributions to nursing and the healthcare system and most importantly, thank you for the impact you have on the lives of others.

E. Laine Warren

Message from the Executive Director

"When the year began, our nursing organization was adjusting to substantial changes... As the year drew to a close, our global population would be adjusting to changes of astonishing proportions."

NEVER MORE HAS A MESSAGE OF CHANGE BEEN MORE RELEVANT THAN IT IS TODAY.

When the year began, our nursing organization was adjusting to substantial changes... As the year drew to a close, our global population would be adjusting to changes of astonishing proportions.

Never more has a message of change been more relevant than it is today. When the year began, our nursing organization was adjusting to substantial changes as a result of the amendments to our provincial legislation. All personnel in our office began to prepare and strategize in anticipation for September 1st, 2019 when our 65-year old organization known as the Association of Registered Nurses of Newfoundland and Labrador would officially become the College of Registered Nurses of Newfoundland and Labrador. Much more than the name was changed as a result of these amendments and to successfully execute this undertaking required the collective efforts of officials within the provincial government and the dedicated members of our team. They are to be commended and deserve recognition for their hard work.



The College has a great deal to be proud of over the past twelve months and this document will highlight just some of the many operational initiatives that we have executed in conjunction with our mandate. Significant attention was given to enhance Strategic Outcome #1 - Public Confidence in Self-Regulation this year, such as making changes to most of our regulatory processes which have resulted in a greater ability to address public risk and to make the Professional Conduct Review (PCR) complaint process more accessible to the public. For strategic outcome #2 - Accountable Professionals, a combined Standards for Nursing Practice for RN and NPs was developed and published which was a first for our organization. For Strategic outcome #3 - Evolution of the Profession, we achieved another milestone with the passing of changes to our Act to allow the development of regulations to introduce RN prescribing. As a result, a significant amount of work was completed to create the framework for RN prescribing to be introduced safely in our province.

Great change ushered in the 2019-20 year, however, it would not compare to the changes that would occur as the year concluded. As the year drew to a close, our global population would be adjusting to changes of astonishing proportions. COVID-19 was first discussed in our organization very early in the calendar year. As the College, like other organizations, witnessed the growth of this global pandemic we took immediate action to ensure we did everything in our ability to assist RNs, NPs, the provincial government and public health officials with their fight against this virus. The College collaborated closely with the Government of Newfoundland and Labrador to change the regulations and enabled the issuance of emergency licensing to assist the health care system in the event of a surge. We immediately placed a laser-focus on assisting RNs and NPs with practice related issues and altered our routine operations to ensure the safety and health of our employees and the public.

As a Registered Nurse, I wish to conclude this message by commending all health care professionals in Newfoundland and Labrador for their valiant efforts at this unprecedented time. We know that as of this date, the road ahead is uncertain, however, it is my steadfast belief that as professionals and as Newfoundlanders and Labradorians, we will rise to any challenge we might face.

Lynn Power

A New Era of Nursing In Newfoundland & Labrador

Association of Registered Nurses Officially Becomes College of Registered Nurses

On September 1, 2019 the name of our organization officially changed to the College of Registered Nurses of Newfoundland and Labrador. This change was a result of amendments made to the Registered Nurses Act, 2008. A change of this magnitude had ripple effects that resulted in an overhaul to the branding/logo and a revitalized design of the communications strategy.



The College Council that governed in this unprecedented year were as follows:

front row: Elaine Warren (Chair), Lynn Power (Executive Director), Valery Goulding (Education-Research), Krysta Simms (Practice), Crystal Northcott (Administration), Beverly Pittman (Vice-Chair)

back row: Stephen Clark (Public Representative), Tracy MacDonald (Central Region), Louise Pinsent-Parsons (Public Representative), Glyn George (Public Representative), Kelly Barron (Advanced Practice), Marie Budden (Western Region), Patricia Rodgers (Eastern Region)

Missing from photo: Stacey Knudsen (Labrador-Grenfell)



College of **Registered Nurses**
of Newfoundland & Labrador

Setting the Standard for Nursing Excellence.

Strategic Outcomes

at a glance...

Mandate

The mandate of CRNNL is to protect the public through self-regulation of the nursing profession in accordance with the RN Act.



PUBLIC CONFIDENCE IN SELF-REGULATION

Confidence in the CRNNL to ensure safe, competent, professional nursing practice.

Governance and regulatory processes and policies are objective, accessible, fair and appropriately transparent.

Regulatory programs and services are relevant, credible and innovative enabling nurses to achieve standards for the profession.

Public policy is influenced to promote the health and well-being of the population.

Vision

CRNNL will be recognized as a leader in nursing regulation, a key partner in health regulation and a trusted and valued regulatory body. CRNNL will provide nursing visionary and strategic leadership to strengthen the future of the profession in the province and where relevant, contributes nationally and internationally.



ACCOUNTABLE PROFESSIONALS

Safe, effective, collaborative practice consistent with the Standards of Practice and Code of Ethics.

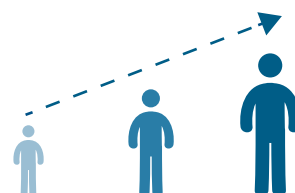
RNs apply appropriate knowledge, skill and judgement to their full scope of practice.

RNs engage in self-directed professional development and meet the requirements for continuing competence.

RNs have access to resources to support professional practice and engage in self-regulation.

Mission

In fulfilling its Mandate and Objects of the RN Act, CRNNL advances nursing excellence for public protection and optimal health of the Newfoundland and Labrador population.



EVOLUTION OF THE PROFESSION

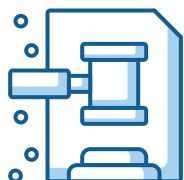
Nursing profession is prepared to meet the future needs of the population.

Nursing roles in practice, management, education, research and policy continue to advance and contribute to the health of the population.

Governance Highlights

Annual General Meeting

- On June 10, 2019, the then Association of Registered Nurses of Newfoundland & Labrador (ARNNL) held its first AGM via webcast.



Amendments to the RN Act

- On September 1, 2019, ARNNL became the College of Registered Nurses of Newfoundland and Labrador (CRNNL). This amendment reaffirmed the public protection mandate as a regulatory body.
- On November 29, 2019 a Quality Assurance Program (which had been passed in 2014 but not proclaimed) came into force. The Quality Assurance Program is aimed at addressing nursing practice concerns before they escalate to conduct deserving of sanction.
- On December 6, 2019 amendments to the Act will enable Council to make regulations on the scope of practice for a registered nurse, such as regulations for RN prescribing.

Amendments to the RN Regulations

- On March 26, 2020, in response to a request of Council, the Minister of Health approved regulations to enable the Executive Director to issue an emergency licence where there is an immediate need for nursing services due to an actual or potential threat to public safety, health or welfare. This amendment enabled the Executive Director to issue emergency licences in a timely manner in response to COVID-19.
- On August 30, 2019, in response to a request from Council, the Minister of Health approved amendments to the regulations, removing the requirement for a Nurse Practitioner to have a collaborating physician.



Amendments to CRNNL By-Laws

- In September 2019, Council approved amendments to the CRNNL By-Laws 2019 to effect compliance with the amendments to the Registered Nurses Act (2013). One of the more notable changes related to two At-Large Councilor positions as a result of the changes in the Act which provided for the Chair and Vice-Chair to be elected by members of Council as opposed to the membership.

Amendments to Policy

In February 2020, Council made a number of decisions following its consideration of the various regulatory reviews and reports in other jurisdictions in Canada which (among other things) highlighted the need to provide for greater public transparency and to ensure that the public and members clearly understood the role of a regulator. The decisions of Council, included:

- directing the Executive Director to draft revisions to the CRNNL By-Laws to increase the content on the CRNNL public register to include: date of initial registration; employer names (current and past); and licensure in another jurisdiction;
- directing the Executive Director to draft revisions to the CRNNL By-Laws to remove Honorary Membership; and
- revising the Notification-PCR Policy which directs information that will be available to the public and employers related to allegations and the processes to resolve them. The revisions provide direction on the information that will be disclosed to other Regulatory bodies (e.g., where a Respondent holds licensure).



Public Confidence In Self-Regulation

REGISTRATION

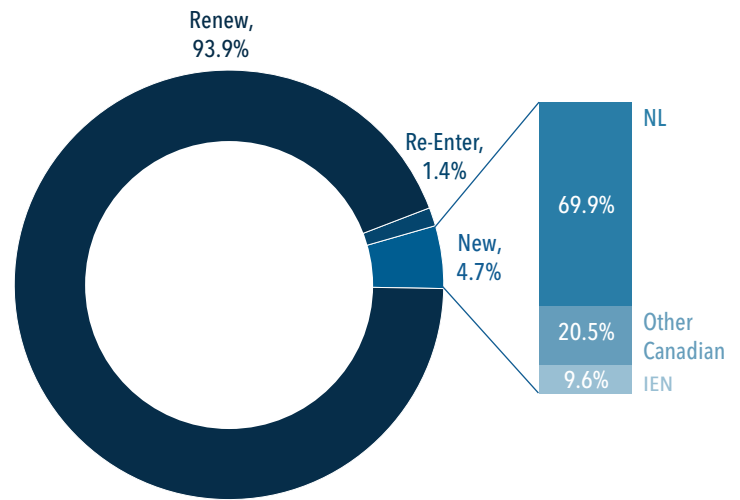
The majority of practicing licences issued were to RNs renewing from the previous licensure year (93.9%). Another 1.4% re-entered from lapsed or non-practicing and 4.7% were new registrants.

Of the 292 new registrants, 69.9% were educated in NL, 20.5% were educated in another Canadian jurisdiction, and 9.6% were Internationally Educated Nurses (IENs).

Thirty registrants were issued a conditional licence for 2019-20 due to outstanding Continuing Competency Program (CCP) requirements. One of those registrants failed to meet the program obligations within the 90-day time period, thus their status was changed to non-practicing.

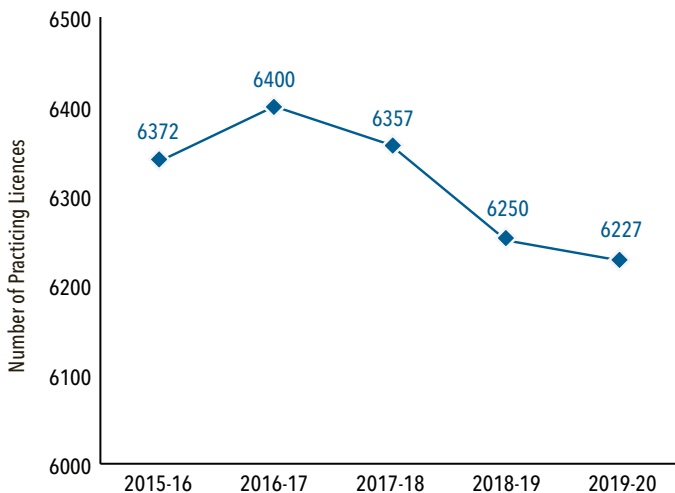
Processes for Nurse Practitioner (NP) licensure were finalized:

- Council approved a revised process for former NPs who have insufficient practice hours to renew an NP license and who wish to re-enter NP practice.
- A process for licensed NPs who wish to change their category of practice (e.g., Adult to Family all Ages) was finalized.

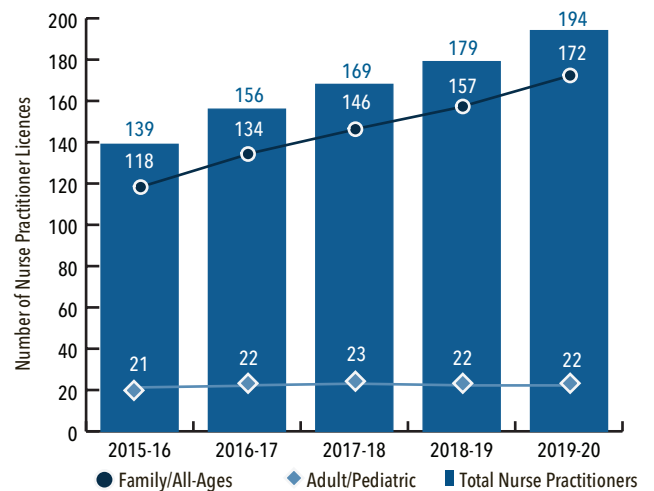


Our Numbers

There were 6,227 registrants with a practicing license at year end in 2019-20, a decrease of 0.4% from last year. The number of non-practicing members decreased 4.5% from 584 to 559.



NPs accounted for 3.1% of practicing registrants at year end. A total of 194 registrants had a practicing NP license, representing an 8.4% increase over last year.



Internationally Educated Nurses accounted for 1.5% of practicing registrants.

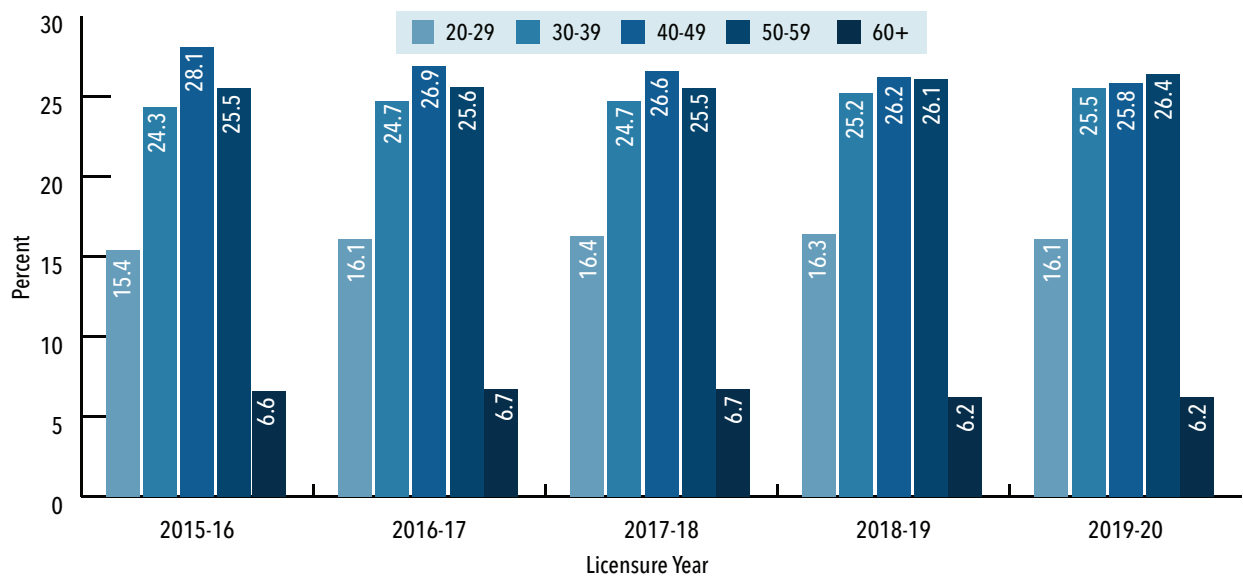
CRNNL, along with other Canadian nursing regulatory bodies, continued to participate in the National Nursing Assessment Service (NNAS) which facilitates the application process for IENs. In our province this year:



Demographics

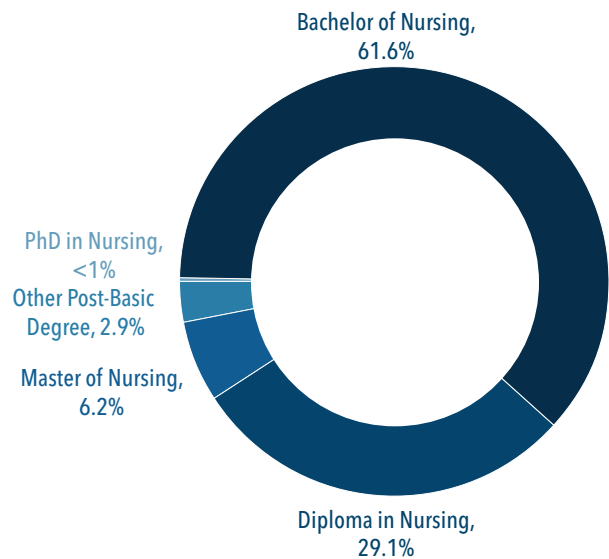
Over the past five years approximately half of all practicing registrants were in the 30-49 year age range.

The proportion of practicing registrants who were over the age of 60 has remained relatively stable in the 6% range.



The majority of registrants (61.6%) had a Bachelor of Nursing as their highest education in 2019-20.

Approximately 5% of registrants (n=291) indicated that they were enrolled in a post-basic program.



| Education Program | # Enrolled |
|-------------------------|------------|
| Bachelor of Nursing | 39 |
| Other Bachelor's Degree | 6 |
| Master of Nursing | 108 |
| Master of Nursing - NP | 49 |
| Other Master's Degree | 35 |
| PhD in Nursing | 10 |
| Other PhD | 10 |
| Other programs/courses | 34 |

Examinations

The percentage of NL graduates who passed the NCLEX-RN® on their first attempt ranked in the top 3 among all Canadian provinces between 2015 and 2018. National data for the 2019 graduates are not yet available; however, provincial data show that 93.5% of NL graduates passed on their first attempt.

100% of NP-Family/All-Ages (F/AA) graduates who completed an NP program in 2019 successfully wrote the Canadian Nurse Practitioner Exam (CNPE).

Resources

- CRNNL continued to support NCLEX-RN® exam development program with a number of registrants submitting their names for the first time to volunteer for item development activities; several other registrants renewed their volunteer applications.
- NCLEX web content updated, adding links to Next Generation NCLEX (NGN) information, 2018 NCLEX-RN® Canadian and International Results Report and the updated Candidate Bulletin.
- A Fact Sheet for NPs seeking to change their category of practice was developed.
- Registration and licensure web content, including applications and associated forms, examinations pages (RN and NP), fee schedule, CCP, reviewed and updated throughout the year.



Education Program Approval

CRNNL is responsible for approving the programs in NL that lead to initial entry to practice as an RN or NP and re-entry to practice as an RN. This year:

- A five-year approval status was granted to the IEN Bridging/Re-Entry education program offered at the Centre for Nursing Studies (CNS).
- Memorial University's Master of Nursing - Nurse Practitioner Program commenced their education approval process.

Continuing Competency Program

An extensive CCP evaluation was completed which informed the development of a new CCP program and a revised framework. A budgetary and education plan was created, and complementary resources are under development.

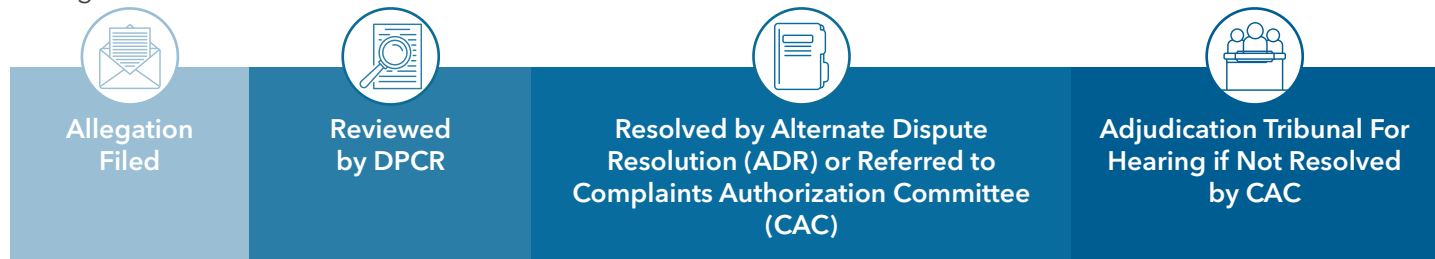
The 2019 CCP Audit occurred in May 2019 with volunteer CCP auditors participating with CRNNL staff to complete 300 Registrant audits. Of those audited, 93.3% initially met all audit requirements. The remaining 6.7% were required to connect with a CRNNL Nursing Consultant or Regulatory Officer for additional education, clarification and/or to submit incomplete or omitted documentation. As of July 2019, 99% of audited Registrants met CCP requirements. Three registrant files were referred to the Director of Regulatory Services/Professional Conduct Review for further follow up resulting in an Allegation of Conduct deserving of sanction being filed against two registrants. The table below shows the results of the audit over the last five years.

| | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|------|------|------|------|------|
| Registrants selected to participate in audit | 50 | 150 | 200 | 250 | 300 |
| Initially met all requirements | 45 | 135 | 172 | 231 | 280 |
| Referred to Practice Consultant/Regulatory Officer for follow up | 5 | 15 | 28 | 19 | 20 |
| Files referred to Director of Regulatory Services/Professional Conduct Review | 1 | 1 | 0 | 3 | 3 |
| Allegations of Conduct Deserving of Sanction filed for failing to meet audit requirements | 1 | 1 | 0 | 1 | 2 |

PROFESSIONAL CONDUCT REVIEW

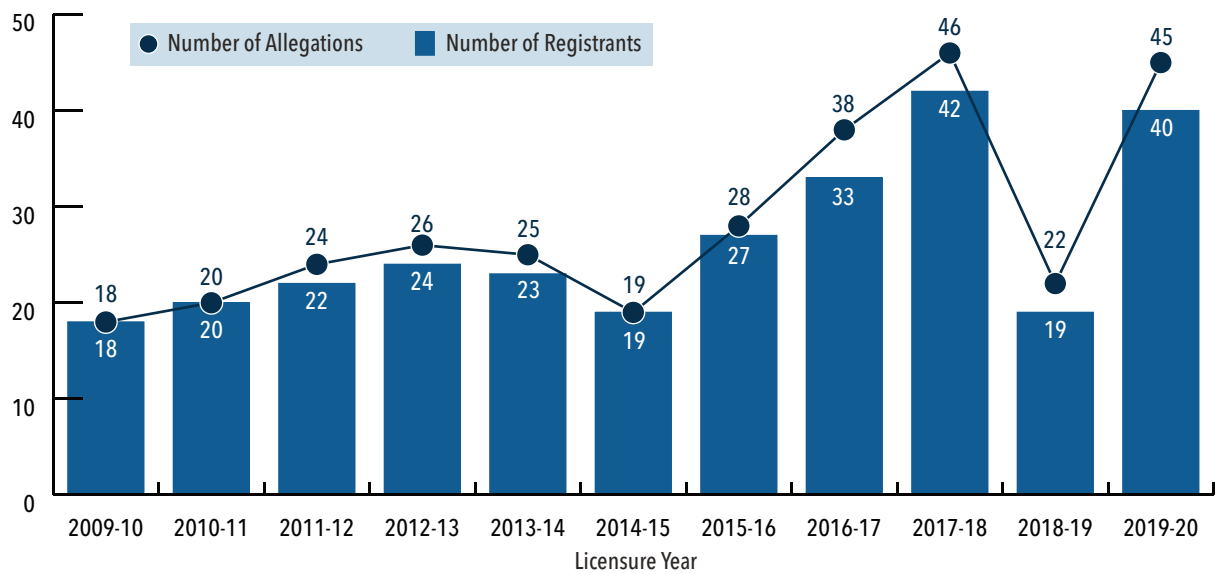
The Professional Conduct Review (PCR) process is used to assess an allegation, and to intervene when a registrant’s practice or conduct is unacceptable and deserving of sanction. The process is authorized by the Registered Nurses Act (2008) (the “Act”).

The Act gives the Director of PCR (DPCR) authority to attempt to resolve an allegation or to refer it to a Complaints Authorization Committee (CAC), which is comprised of members of Council. Where the CAC constitutes a complaint it may refer the complaint to an Adjudication Tribunal, convened from the Disciplinary Panel, for a hearing. The CAC may also recommend that Council suspend, restrict or further investigate a Registrant’s practice pending final outcome of a hearing.

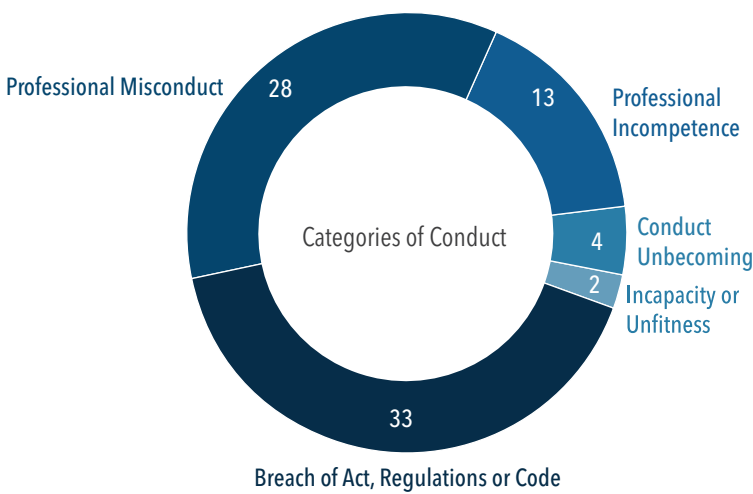
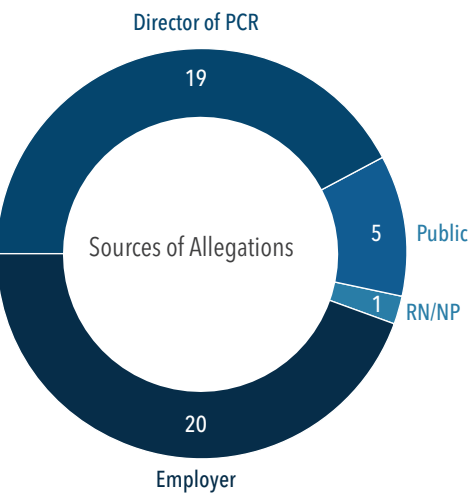


Allegations

Forty-five reports were filed alleging a registrant engaged in conduct deserving of sanction. This is double the number from the previous year, which is more consistent with a recent trend of increase. Analysis shows that despite year-over-year fluctuations, there is a general trend towards increases in both the number of allegations and registrants.



Allegations were filed by a variety of sources and fell into one or more categories of conduct deserving of sanction.



Examples of conduct issues included:

Breach of Act, Regulations or Code

- Practising without a licence and liability protection
- Failure to submit all documents for CCP Audit
- Failure to notify CRNNL of changes in employment information
- Failing to demonstrate respect for a client
- Breaching obligations under an agreement
- Breaching client privacy and confidentiality

Conduct Unbecoming

- Breaching client privacy in personal communications
- Criminal convictions

Incapacity/Unfitness

- Impairment due to substance abuse

Professional Misconduct

- Failure to communicate plan of care with nursing staff
- Failure to prescribe appropriate medication in a timely manner
- Failure to provide oversight and direct care for a vulnerable client
- Failure to complete or document client assessments
- Failure to demonstrate professional communication with colleagues
- Failure to practise within the scope of an RN or NP

Professional Incompetence

- Errors in medication administration processes
- Failure to demonstrate critical thinking
- Failure to complete physician orders

Alternate Dispute Resolution (ADR)

Where possible, the DPCR may attempt to resolve an allegation through the ADR process. In this year there were:

28

Attempts to resolve via ADR

24

ADR agreements finalized (16 from 2019-20; 8 from previous years)

12

ADR agreements pending (11 from 2019-20; 1 from previous years)

18

Conditions of agreement/ADR completed (11 from 2019-20; 7 from previous years)

While the ADR process is well established, there are circumstances where it is not an option (e.g., an investigation is required; consent to explore not provided by Registrant or Complainant). The percentage of allegations where an ADR was explored was lower this year at 62% as compared to 73% last year; however, the percentage is on par with the five-year average of 67.6%.

Complaints Authorization Committee

The CAC met 10 times to review allegations lodged against 18 registrants. Outcomes of the CAC included:

12

Referred to DPCR for ADR or investigation

1

Dismissed

1

Caution/Counsel issued with specified remedial

3

Referred to Disciplinary Panel

2

Licences suspended pending outcome of a hearing

Adjudication Tribunals

Adjudication Tribunals were convened to conduct hearings into complaints against three Registrants. The outcomes were:

3

Suspended until specified conditions were met

1

Met all terms and was reinstated

1

Appealed to the Supreme Court of NL where there was a finding of conduct deserving of sanction

The number of hearings held this year falls within the five-year range of two to five hearings per year.

The outcomes of the disciplinary hearings were published in the Registrant's local newspaper as required under the Act when a Registrant is found guilty and an Order of the Adjudication Tribunal suspends or imposes conditions or restrictions on a licence. Two hearing outcomes were published in 2019; both hearings were held in this year.

Notices of hearings are posted on the CRNNL website and the hearing is open to the public unless an Adjudication Tribunal orders otherwise.

Resources

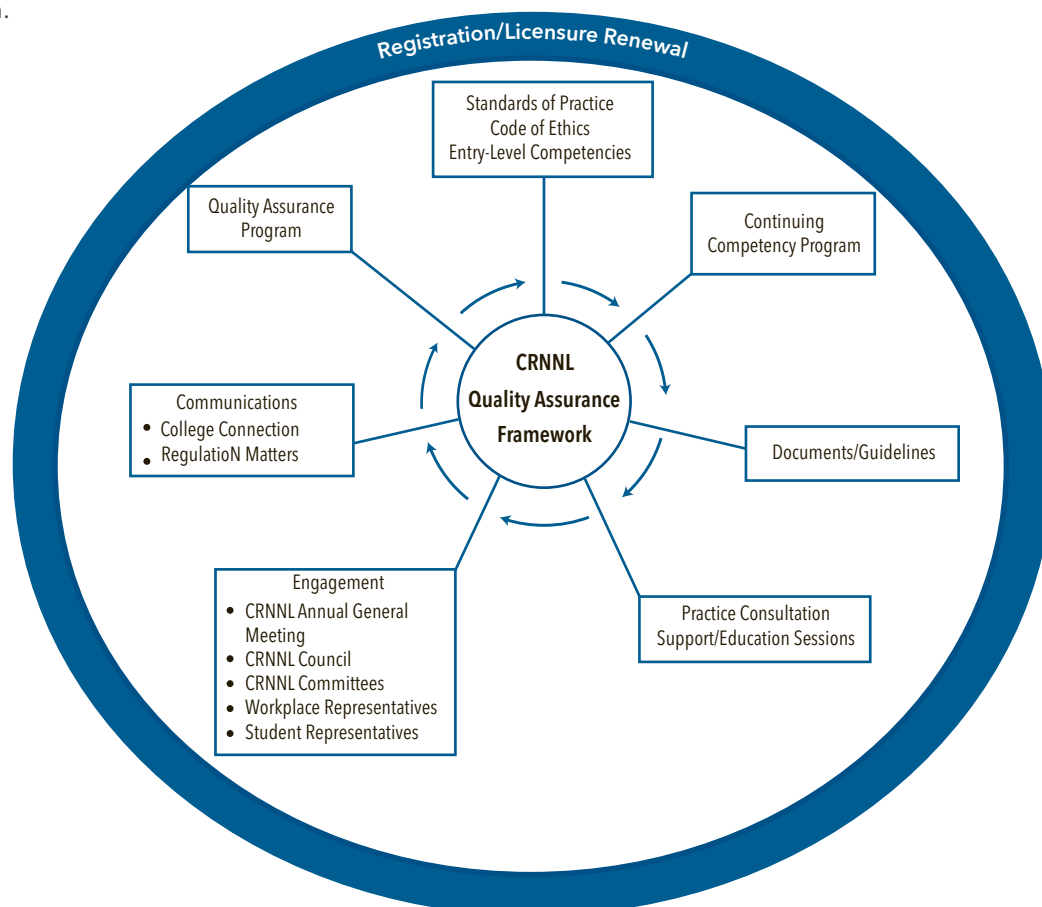
- Council appointed two new Registrants and reappointed five Registrants to the Disciplinary Panel. Since 2016, Public Representatives are appointed in accordance with the Public Service Commission Act.
- The standardized Complaint Form was revised to enhance clarity for the user (e.g., removed jargon). This form, available via the website, is for the public, RHAs and other persons (e.g., other RNs) who may be filing an allegation against a registered nurse or nurse practitioner.
- A formalized triage process was developed to ensure allegations are addressed in accordance with a risk assessment and prioritized accordingly.
- The use of electronic/digital technology in the PCR process continues to be used where appropriate (e.g., video/teleconference has been utilized in the investigation process to take witness statements).



Quality Assurance Program

Amendments to the Registered Nurses Act, 2008 took effect November 29, 2019 that authorize CRNNL to implement the Quality Assurance (QA) Program that has been in development since first approved in 2014. These amendments strengthen CRNNL's mandate to regulate RNs and NPs in the public interest.

As one component under CRNNL's Quality Assurance Framework, the QA Program provides a proactive mechanism to address an issue/concern regarding an RN's/NP's practice thereby supporting a nurse to meet CRNNL's Standards of Practice for safe, competent and ethical care. Since implementation, no concerns received by the College were referred to the QA program.



Accountable Professionals

Making Connections

A snapshot of the many ways the College connected and engaged with RNs, NPs, and Students

- Responded to greater than 635 practice calls
- Visited over 15 sites across the province and provided presentations on a variety of topics to over 285 RNs & NPs
- Presented to 582 RNs, NPs, and students on a variety of topics (Self-Regulation, Standards of Practice, Scope of Practice, Professionalism & Social Media, Documentation, MAiD)
- Hosted professional practice consultants from each of the regional health authorities
- Held a frontline RN workshop attended by 28 RNs which focused on trending professional practice topics
- Hosted an information booth at the Nursing Education and Research Council Symposium



CRNNL joined with the Newfoundland and Labrador Association of Social Workers and the College of Licensed Practical Nurses of Newfoundland and Labrador and held a webinar to discuss *Decision Making and Professional Accountability: A Roadmap for Navigating Dilemmas in Practice*. This provincially broadcast event attracted greater than 360 health professionals.

Over 300 RNs & NPs attended CRNNL's Tuesday Teleconferences



The CRNNL Student Representative program completed its sixth year. Topics presented to the student reps as requested included: Standards of Practice, Professionalism and Social Media and Medical Assistance in Dying (MAiD); NP Scope of Practice; Cannabis for Medical Purposes, and CCP.

Awards of Excellence

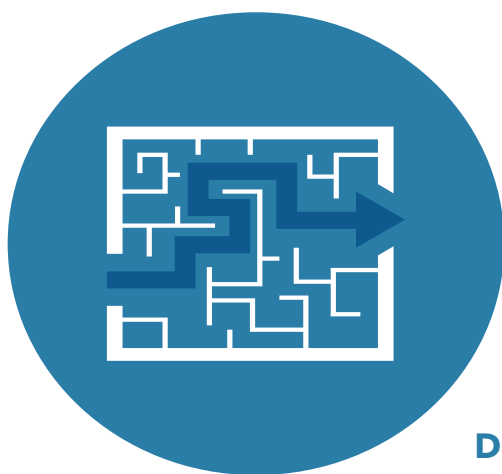
Celebrating Excellence in NL Nursing



The 27th Annual Awards for Excellence honored 4 outstanding registered nurses at an awards dinner in St. Johns in June 2019, in the categories of: Administration (**Joanne Butler**), Education (**Valery Goulding**), Practice (**Nicole Pitcher**) and Novice Nurse (**Heather Drake**).

Resources

The College created/revised the following resources to support practice in 2019-20:



Advertising Nursing Services

Medication Management

Standards of Practice for RNs & NPs

**Unregulated Care Providers in
Community Settings**

**Directive for Nurse Practitioners
Engaging in Dispensing**

In response to the COVID-19 pandemic, a dedicated webpage was created specific to RN and NP practice which provided evidence, information, resources, and FAQs.

Informed RNs and NPs regarding new federal and provincial legislation, such as:

- Amendments to the Cannabis Regulations (federal)
- Public Health Legislation (provincial)

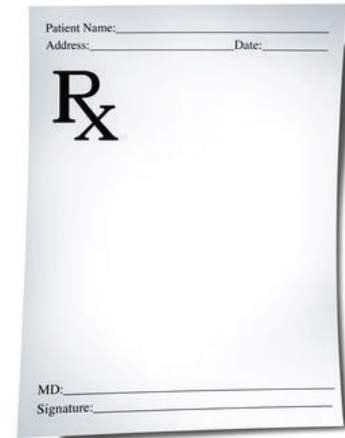
Evolution of the Profession

The Future of Nursing in NL

Registered Nurse Prescribing

RN scope of practice has been optimized to include RN prescribing around the world. CRNNL been tracking the regulatory parameters, risks, benefits, and lessons learned from the introduction of RN prescribing elsewhere.

Provincially, this year changes to the RN Act enabled CRNNL to begin work on RN prescribing. A regulatory framework has been developed and consultation with numerous key stakeholders occurred. This framework outlines the safe implementation of RN prescribing as an extension of the RN scope of practice.



National Nurse Practitioner Regulations Practice Project

This project proposes significant changes in regulatory, legislative, and employer requirements for NP practice as well as NP nursing programs' curriculum. Changes include moving from three categories of NP practice to one category of practice and one national registration exam. These future changes will result in standardized regulatory processes across the country and increased NP portability and mobility.

On the provincial level, the NP Standards Committee was repealed and replaced with an NP Advisory Committee, giving NPs the ability to make more autonomous decisions regarding changes to their scope of practice and providing greater access to NP services for our NL population.

Virtual Nursing Practice (VNP)

CRNNL has been tracking the global evolution of VNP for many years. A cross jurisdictional scan of legislative requirements for engaging in virtual care was forefront this year to continue work towards consistent regulatory messaging across Canada.

Provincially, CRNNL has responded to the COVID-19 pandemic, to provide nursing services via a virtual platform by outlining the practice expectations related to the appropriate duty of care, use of technology, and related employment support.



Engagement & Public Policy

CRNNL had representatives on a number of public health committees and working groups and maintained an active role in the dissemination of relevant evidence-based information to registrants.

The College of Registered Nurses provided nursing/regulatory perspective to various groups through committees and meetings.

CRNNL

had representatives on a number of public health committees and working groups and maintained an active role in the dissemination of relevant evidence-based information to registrants.

Provided nursing/regulatory perspective to various groups through committees and/or meetings:

Rapid Access to Suboxone Working Group

Access to OAT during the COVID - 19 pandemic working group

Appropriateness of Care Provincial Committee

NL Public Health Association

Canadian Mental Health Association NL

Injury Prevention Coalition

Alzheimer's Society of NL

SaferMeds NL

CRNNL continued to collaborate with various provincial and federal government departments, and other key stakeholders to advance the RN and NP role: Canadian Nurses Association, the Newfoundland and Labrador Nurse Practitioner Association, Newfoundland and Labrador Medical Association, Newfoundland and Labrador Centre for Health Information, Family Practice Renewal Committee, Centre for Health Informatics and Analytics.

Attended conferences/education sessions/workshops and disseminated relevant information to registrants related to:

Mental Health Commission of Canada and Government of NL - Rapid Access to Care with e-Mental Health

NL Alliance for the Control of Tobacco - Vaping

NL Medical Association - Virtual Care Summit

Deliberate - Engaging Mothers and Professionals to Make Perinatal Mental Health a Critical Item in Primary Health Care

NL Centre for Health Information's strategic planning day

Met with:

Representatives from the NL Centre for Health Information to discuss access and confidentiality in the HEALTHe NL e-viewer

Medical Officer of Health to discuss changes to notification and duty to report in the new Public Health Act

Participated in:

A survey on the use of the 2008 version "Core Competencies for Public Health in Canada" for the Public Health Agency of Canada

A national e-scan of NP Scope of Practice for Nurse Practitioner Association of Canada/ Canadian Institute for Health Information

Financial Statements

Summary Financial Statements of
COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR
And Independent Auditors' Report thereon Year ended March 31, 2020



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REPORT OF THE INDEPENDENT AUDITORS ON THE SUMMARY FINANCIAL STATEMENTS

To the Members of College of Registered Nurses of Newfoundland and Labrador

Opinion

We have audited the summary financial statements of College of Registered Nurses of Newfoundland and Labrador (the Entity), which comprise:

- the summary statement of financial position as at March 31, 2020
- the summary statement of operations for the year then ended
- and note to the summary financial statements

are derived from the audited financial statements of College of Registered Nurses of Newfoundland and Labrador as at and for the year ended end of March 31, 2020 (audited financial statements).

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial statements, in accordance with the criteria disclosed in Note 1 in the summary financial statements.

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 Entity's audited financial statements and the auditor's report thereon.

The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

The Audited Financial Statements and Our Report Thereon

On our report dated June 4, 2020:

- We expressed an unqualified opinion on the audited financial statements

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria disclosed in Note 1 in the summary financial statements.

Auditors' Responsibilities for the Audit of the Financial Statements

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standards 810, Engagements to Report on Summary Financial Statements.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, stylized font and is positioned above a horizontal line.

Chartered Professional Accountants
St. John's, Canada
June 4, 2020

COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR

Summary Statement of Financial Position

March 31, 2020, with comparative information for 2019

| | 2020 | 2019 |
|--|---------------------|---------------------|
| Assets | | |
| Current assets: | | |
| Cash and cash equivalents | \$ 3,858,846 | \$ 3,546,545 |
| Trade receivable | 2,008 | 5,249 |
| Prepaid expenses | 16,830 | 18,511 |
| | <u>3,877,684</u> | <u>3,570,305</u> |
| Portfolio investments | 2,505,695 | 2,601,903 |
| Capital assets | 186,786 | 202,650 |
| | <u>\$ 6,570,165</u> | <u>\$ 6,374,858</u> |
| Liabilities and Net Assets | | |
| Current liabilities: | | |
| Accounts payable and accrued liabilities | \$ 606,009 | \$ 566,132 |
| HST payable | 359,388 | 348,580 |
| Deferred revenue | 2,452,458 | 2,407,219 |
| | <u>3,417,855</u> | <u>3,321,931</u> |
| Net assets: | | |
| Unrestricted | 1,262,305 | 1,234,170 |
| Internally restricted | | |
| Invested in capital assets | 186,785 | 202,649 |
| Legal assistance plan | 36,429 | 44,550 |
| Ways and means plan | 113,951 | 105,168 |
| Conduct review plan | 357,500 | 335,000 |
| Building contingency plan | 1,138,418 | 1,063,418 |
| TD affinity plan | 56,922 | 67,972 |
| | <u>3,152,310</u> | <u>3,052,927</u> |
| | <u>\$ 6,570,165</u> | <u>\$ 6,374,858</u> |

See accompanying note to summary financial statements.

COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR

Summary Statement of Operations

Year ended March 31, 2020, with comparative information for 2019

| | 2020 | 2019 |
|--|--------------|--------------|
| Revenues: | | |
| Practicing members | \$ 2,545,294 | \$ 2,549,443 |
| Interest income | 93,195 | 74,834 |
| Other | 61,764 | 61,884 |
| Registration service fees | 60,695 | 52,363 |
| Dividend income | 23,057 | 31,401 |
| Non-practicing members | 21,297 | 22,261 |
| Examinations | - | 13,119 |
| | 2,805,302 | 2,805,305 |
| Expenses: | | |
| Salaries and benefits | 1,460,945 | 1,436,787 |
| Affiliation fees | 398,364 | 383,032 |
| Professional conduct review | 216,099 | 177,571 |
| Administration | 184,968 | 208,217 |
| Expenses of council | 120,593 | 82,416 |
| Registration | 67,023 | 85,309 |
| Communications | 42,418 | 42,185 |
| Amortization | 32,921 | 33,471 |
| Practice and policy | 21,770 | 17,441 |
| Other | 16,318 | 35,957 |
| Examinations | 425 | 15,125 |
| | 2,561,844 | 2,517,511 |
| Excess of revenues over expenses, before other items | 243,458 | 287,794 |
| Other income (expenses): | | |
| Loss on sale of investments | (3,057) | (12,872) |
| Unrealized gain (loss) on fair value of investments | (141,018) | 23,483 |
| | (144,075) | 10,611 |
| Excess of revenues over expenses | \$ 99,383 | \$ 298,405 |

See accompanying note to summary financial statements.

COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR

Note to Summary Financial Statements

Year ended March 31, 2020

1. Basis of presentation:

These summary financial statements have been prepared from the audited financial statements of the College of Registered Nurses of Newfoundland and Labrador (the "College") for the year ended March 31, 2020, on a basis that is consistent, in all material respects, with the audited financial statements of the College except that the information is presented in respect of changes in net assets and cash flows has not been presented and information disclosed in the notes of the financial statements has been reduced.

Complete audited financial statements are available to members upon request from the College.