



CONNECTION



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2020: The Year of the Pandemic

Meet The New College Chair

CRNNL's NEW Continuing Competency
Program

Spotlight: Trends in NL Nursing



Setting the Standard for **Nursing Excellence.**

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COLLEGE COUNCIL

| | |
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| Stephen Clark | Public Representative |
| Louise Pinsent Parsons | Public Representative |
| Pat Rodgers | Eastern Region |
| Donna Luther | Western Region |
| Stacey Knudsen | Labrador/Grenfell Region |
| Kelly Barron | Advanced Practice |
| Krysta Simms | Practice |
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| Crystal Northcott | Administration |
| Kim Legge | At Large |
| Tonya Ryan | At Large |
| Lynn Power | Executive Director |

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Address from the Chair

Tracy MacDonald

I would like to begin by stating what an absolute honour and a privilege it is to draft this address as the Chair of the College Council.

Penning this address is a surreal moment for me. I can't help but reflect back on when I began my nursing career. As with many young, novice nurses, I soaked up as much information and education as I could. I wanted to know about the past, present and future. I began to better understand the role of the regulatory body and I realized the existence of such an organization was the reason I proudly call myself a Registered Nurse (RN).

I know some nurses may not read this message. Some may not even read this publication. As is customary in life, the budding, sponge-like novice is sometimes eclipsed by a hard-working RN, impacted by the pressures of their professional and personal life. I know what it's like. I know what it's like to work the long and difficult shifts, to continuously juggle the ever-present demands of day-to-day life, to raise a family, and to consistently strive for a healthy work/life balance. I get it... and I have been there, but trust this statement: *you owe it to yourself and your profession to make time for it.* Knowledge is power. As hectic and tumultuous as life can be, the information relating to your profession is paramount to you, as an RN.

In 2015, I attended my first meeting at 55 Military Road (CRNNL House). This was a poignant moment for me. Prior to the commencement of the meeting I looked around the room and was struck by the many black and white photos hanging on the walls. These photos showcased the previous Presidents and Executive Directors of this great organization. I knew at that moment, I was looking at the embodiment of leadership in Newfoundland and Labrador Nursing. From as far back as 1954, these were the individuals who paved the way for RNs and NPs in our province. I instantly thought of my mother, a former nurse, and how proud she would be to say that one



Tracy MacDonald, Chair of the College of Registered Nurses of Newfoundland & Labrador

day her daughter's photo would make it to that wall.

A few weeks ago, I had the opportunity to surprise my mom when I announced that my photo would be the newest addition to that wall of inspirational and respected individuals. It was a moment I will cherish forever.

To conclude, I am so grateful to have been afforded the opportunity to Chair Council. I very much look forward to working with my fellow Councillors and the great team at CRNNL as we continue to *Set the Standards for Nursing Excellence* in Newfoundland and Labrador.

A handwritten signature in black ink that reads "Tracy MacDonald". The signature is written in a cursive, flowing style.

From the Desk of the Executive Director

Lynn Power

When I sit to compose a message, it is customary that I reflect upon the last address I authored. As I read the message today, (written in January), its context and tone leaves me astounded at level of adjustment and change that has transpired in such a short period of time. The “new year” symbolizes new hope and a fresh start, but for many of us, January 1, 2020 marks the beginning of the year when we would find ourselves stressed, tested, and pushed to the brink. To describe the first half of 2020 as turbulent...is an immense understatement!

The topic of COVID-19 was first informally discussed at the College upon return from the Christmas holiday. A number of weeks later, as the global situation worsened, it was formally discussed at the February meeting of College Council. Less than a month later, all semblance of our regular, everyday lives had disappeared. The public were given orders to stay inside and our health care professionals prepared to go to battle with an unknown enemy.

As stated many times before, I feel a nurse has a particular mindset. There is something in the DNA of an RN that sets us apart and often results in us viewing challenges through a modified lens; We are wired to confront any challenge before us and that is exactly what you, (and the College) did earlier this year.

In February, CRNNL sought a permanent change to government regulation which would enable us to issue Emergency Licences to recently retired nurses. This move was of the utmost importance as the fear of public health officials was an overburdening of our system. In addition to the Emergency Licences (and while working remotely) in the days and weeks that followed, we implemented a modified communications plan that was targeted to both RNs and the public. CRNNL’s nursing consultant team for policy and practice found themselves responding (daily and nightly) to nursing practice concerns in relation to the pandemic. Our Complaints Authorization Committee continued its business given various limitations, and our College Council was updated, involved, and incredibly responsive every step of the way. I am proud to state that our College even produced and published the 2019-2020 Annual Report ahead of schedule!

It is truly remarkable to think of the changes that have transpired since January, but it’s also inspiring to think of the challenges we have overcome as a society. First and foremost, I want to take an opportunity to thank all nurses for their steadfast dedication and determination during these past number of months. I want to thank the College Council for their readiness and dedication to their role as the governing body and last, but certainly not least, I want to take a moment to acknowledge the names listed on the inside cover of this publication...The College Staff. They are an immensely dedicated team that is as talented as they are resourceful, and I am so very proud of their efforts and accomplishments. This was not an easy period, but they adapted to change quickly and went above and beyond in their duties. If the strength of a people is found in its courage under pressure, we have found that Newfoundlanders and Labradorians can do nothing short of move mountains. I wish you the very best and commend all of you for your collective efforts.



Lynn Power.

Council Matters

Highlights from the most recent Meeting of the College Council

MOTION:

THAT CRNNL Council approve the Audited Financial Statements for year ended March 31, 2020 as presented.

CARRIED

MOTION:

THAT CRNNL Council approve By-Law amendments related to Emergency Licensure as per the Governance Committee's review and recommendation for approval.

CARRIED

MOTION:

THAT in accordance with the email vote of May 25-June 1, 2020 for election of Chair and Vice-Chair:

Elected to the position of Chair is Tracy MacDonald

AND

Elected to the position of Vice-Chair is Glyn George

CARRIED

MOTION:

THAT CRNNL Council approve that the scope of practice of a registered nurse who is issued an interim NP licence is no longer restricted such that the registered nurse is no longer required to have all orders for diagnostic tests that require the application of a form of energy (e.g. x-ray); laboratory tests or drug(s), permitted by the standards established by Council, co-signed by another licenced NP or physician.

AND

THAT CRNNL Council approve that prior to the issuance of an interim NP licence, the registered nurse applying for this licence must provide documentation, on the CRNNL approved form, to validate that:

1. He/she has established a collaborative arrangement with a licenced NP or physician who is also employed by or has privileges within the RHA or other agency that the RN will be employed;
2. The licenced NP or physician is available to provide an accessible resource (in person, by phone, or other telecommunication method) where the RN identifies a client's care is outside their scope of practice; and
3. The employer confirms understanding of the NP collaborative arrangement.

CARRIED

MOTION:

THAT CRNNL Council approve the licensure designation to be used by registered nurses issued an interim NP licence shall be "Interim Nurse Practitioner Licence" in addition to Registered Nurse (RN).

CARRIED

MOTION:

THAT CRNNL Council approve the duration of an interim licence issued to a Provisional Registrant, whose scheduled writing of the NCLEX-RN in 2020-2021 due to COVID-19 impacts, is on a date that is after the expiry of their IL may be extended up to the writing of their NCLEX-RN exam and the receipt of results plus a maximum of 30 days to complete the licensing process.

CARRIED

MOTION:

THAT CRNNL Council approve the document: Virtual Nursing Practice (2020) in principle subject to a review by CRNNL's Legal Counsel following which the Telephone Nursing Care: Advice and Information (2002) will be archived.

CARRIED

Legislation & Briefs

Legislation, Policy & Recommendations Impacting the Nursing Profession

Amendments to the Federal Food and Drug Regulations

On July 1, 2020, Bill C-4 (the Canada-United States-Mexico Agreement Implementation Act) came into effect. This Act makes amendments to section 14 of the Food and Drugs Act regarding the prohibition on the distribution of drugs as samples. Furthermore, amendments to the *Food and Drug Regulations (FDR)* now permit the distribution of drug samples to a “practitioner” and the further distribution of drug samples by the practitioner to patients.

As a result, Nurse Practitioners (NPs) in Newfoundland and Labrador (who have the individual competence to do so) can now accept and distribute drug samples to clients effective July 1, 2020.

If drug samples are to be accepted in your practice setting, there should be clear policies and guidelines on how drug samples are accepted, stored and used/distributed to support safe patient care. This includes whether your employer/practice setting supports NPs in providing sample drugs to patients. Furthermore, NPs are expected to meet legislative requirements and follow employer policies for the acceptance and distribution of drugs as samples.

The primary purpose of a drug sample is to market a product; therefore, nurse practitioners who accept and distribute samples in their practice should consider whether their use presents any ethical issues, such as a potential conflict of interest. Drug samples also should be checked to ensure they are ‘fit for use’; e.g., that they have been stored appropriately, and not expired. As with any nursing competency/practice, NPs are accountable to have the necessary knowledge, skills, and judgment to assess whether the drug sample is appropriate for the patient.

For further details, the regulatory amendments are now published in the Canada Gazette, Part II: available www.canadagazette.gc.ca

To obtain a copy of Health Canada’s Guidance Document on Distributing Samples of Prescription Drugs, Non-Prescription Drugs and Natural Health Products, please send your request to Natural and Non-Prescription Health Products Directorate.

Sublocade[®] (Extended-Release Buprenorphine) Information Bulletin

The Provincial Opioid Dependence Treatment Centre of Excellence released a Bulletin on July 20th, 2020 that provides information on Sublocade for prescribers, pharmacists, and nurses, including:

- available education and training;
- guidance on how to prescribe, order, and dispense; and
- instructions for submitting a special authorization request to the NL Prescription Drug Program (NLPDP).

(Continued on next page)

Legislation & Briefs

Legislation, Policy & Recommendations Impacting the Nursing Profession

Sublocade has a Health Canada indication for the treatment of moderate to severe opioid use disorder in adult patients who have been induced and stabilized on sublingual buprenorphine/naloxone. In June 2020, the NLPDP made Sublocade coverage available under the Special Authorization Request process.

NPs who wish to prescribe Sublocade must first be granted authority by CRNNL to prescribe Buprenorphine-Naloxone (Suboxone) and must complete the necessary education and training to have individual competence to prescribe Sublocade. The manufacturer of Sublocade requires that all prescribers interested in prescribing Sublocade complete training through www.sublocadecertification.ca. The manufacturer's website also provides additional drug information. Nurses who wish to administer Sublocade must also receive education and practical training on Sublocade before treating patients. For more information, go to the Advanced Practice Resources page on CRNNL's website

Choosing Wisely Canada (CWC)

Choosing Wisely Canada has recently released new recommendations: Allergy and Clinical Immunology. To view these recommendations, please go to CWC website.

Choosing Wisely Canada has also partnered with the Canadian Nurses Association and the Canadian Association of Critical Care Nurses to release five new recommendations of tests, treatments, or procedures. To view these recommendations, including a rationale and references for each recommendation, visit the CWC website and go to Five Tests and Treatments to Question in Nursing: Critical Care.

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

Canadian Council of Registered Nurse Regulators (CCRNR) is moving forward with a multi-year, multi-faceted initiative for NP Regulation. The NPR-FIPP builds upon previous work with a goal to implement the CCRNR endorsed recommendations regarding six elements of a model for NP Regulation in Canada.

It is hoped that this national regulatory work will lead to consistency in NP regulation, reduce unnecessary barriers and increase labor mobility, and ensure public understanding of the NP's role and practice. Furthermore, this work may take several years for all elements to be developed and implemented.

Information regarding this new project has been made public and can be found on CCRNR's website.

2020: The Year of the Pandemic

Answering the Call

Unbeknownst at the time, the date of March 18, 2020 would become etched in the minds of Newfoundlanders and Labradorians for years to come. It was the day an alarm bell was sounded in our public health system; the day tensions and anxieties skyrocketed throughout the province; and the day the province declared a Public Health State of Emergency.

Other parts of the globe were already in the midst of their own battles with COVID-19 prior to the virus making its way to our shores. Select groups of Registered Nurses and other health care professionals anticipated the arrival of the novel coronavirus but braced for the unknown implications and the toll it would take on the lives of our people.

*"We didn't know what to expect" stated **Executive Director of CRNNL, Lynn Power.** "It was almost tantamount to standing on a shoreline and witnessing a large wave on the horizon...you are uncertain of the size, scale and impact of the wave, but you know it's out there and you are certain it's headed your way. You can't just stand there and do nothing; you immediately jump into action. I think that mindset is inherent in most Registered Nurses and that's why CRNNL collectively rolled up our sleeves and put a plan in place."*

Prior to the public living in a new reality whereby words such as "quarantine", "isolation" and "social distancing" became a part of the vernacular, the College approached the Provincial Government in February and permanently changed the provincial regulation as to issue emergency licences to recently retired nurses. The purpose of such a change was to create a surplus of RNs who would be ready, willing, and available to assist in the event that our health care system became overburdened by the impact of the virus.



2020 has impacted the lives of all Newfoundlanders and Labradorians, most notably the RNs and NPs of our province.

While the public stayed home and socially distanced to help flatten the curve, nurses and other essential workers reported for work; answering the call and making good on their professional duty to provide care to the public despite the uncertainty of the situation.

Donna Ronayne was one of the first retired nurses to answer the call and step forward in late March. She recalled how seamless the process was to obtain an emergency licence. She stated, *"The College had developed a system that was proactive and comprehensive to ensure the nurses re-entering were capable and could be easily deployed to support the health care system. I applied for a licence on a Friday, it was issued on Saturday and on Monday I was working."*

2020: The Year of the Pandemic

Answering the Call

She continued, *"I have so much respect for the nurses in our province. It was a time of severe uncertainty and elevated anxiety and they came through and persevered. All health care workers, front line, management, housekeeping and administrative really stepped-up."*

Few words can articulate the feeling of unity and solidarity that was had when the public took to their porches and patios to "make some noise" in appreciation for the efforts of our health care workers. While the general population loudly proclaimed their gratitude, some of the more high profile figures have reached out to recognize the unassailable contribution of Registered Nurses and Nurse Practitioners during these turbulent times in our province.



CRNNL Executive Director Lynn Power provides an update on the COVID response at the most recent Annual General Meeting.



The Honourable John Haggie, Minister of Health and Community Services shares his thoughts on the work of RNs & NPs during the pandemic.

One of the figures, **The Honourable John Haggie, Minister of Health and Community Services** recently stated *"I can't say enough good about the excellent work registered nurses and nurse practitioners have done throughout the pandemic. In many cases, they have been the point of contact for those entering the health care system. Registered nurses and nurse practitioners are to be commended for putting others above themselves to provide direct care in our health care facilities, through contact tracing and virtually over the phone via the 811 HealthLine."*



Provincial Chief Nurse, Jeannine Herritt reflects on the how RNs and NPs have been involved in every aspect of the pandemic response.

These sentiments were echoed by **Provincial Chief Nurse, Jeannine Herritt** who added: *"In Newfoundland and Labrador, Registered Nurses and Nurse Practitioners are involved in every aspect of the pandemic response - from policy to research, education, practice and leadership. Central to all of these roles is resilience, compassion and critical thinking. Registered Nurses and Nurse Practitioners are the cornerstone of our health care system, their impact on the health and well-being is recognized now, more than ever. I commend their dedication, strength, professionalism and expertise in these unprecedented times"*.

2020: The Year of the Pandemic

Answering the Call



Dr. Janice Fitzgerald became a household name during the height of the pandemic and continues to be a leader in shaping how we live with COVID-19.

At the height of the pandemic, households across our province gathered each afternoon around electronic devices with bated breath to hear the daily COVID updates. This new and anxious routine resulted in the **Chief Medical Officer, Dr. Janice Fitzgerald** quickly becoming a household name.

Dr. Fitzgerald recently reflected on the contribution of nurses and provided the following statement for this publication: *“Registered Nurses and Nurse Practitioners have been integral team players in the management of COVID-19 in our province. Their expertise has been invaluable in our contact tracing efforts, not to mention their incredible work ethic and commitment to patient care on the frontlines at our health care facilities. I am also proud of the work they do each and every day with HealthLine 811, where during the early days of the pandemic, they were responding to hundreds of calls, offering sound advice and direction.”*

The International Council for Nurses (ICN) estimated in early June that more than 230,000 health care workers have been infected with COVID-19 worldwide and more than 600 nurses have died from the disease.

ICN President, Annette Kennedy stated recently, *“In this Year of the Nurse and Midwife, the eyes of the world are on our profession in a way that we could not have anticipated. Nurses are in the spotlight, and all around the planet this tragic pandemic is revealing the irreplaceable work of nursing for all to see.”*

At the time of the research for this article 122,087 citizens have been diagnosed with COVID-19 and approximately 16 health care workers in Canada have died. The Ontario data provides a closer look at the numbers. Public Health Ontario data provided to CBC shows 3601 health care workers tested positive for COVID (including 714 nurses). One in 7 who tested positive in Ontario are health care workers.

Back at home, although our lives have been changed and will remain so into the foreseeable future, our province has fared well managing COVID-19 infections with our population infection rates staying low but that is not without impact on the health care workers. A telegram story in April stated that 330 healthcare workers were self-isolating and 16 tested positive after one particular exposure made the media.

As Newfoundland and Labrador entered alert level 2, 64 Emergency RN Licence applications had been submitted. Forty-five met the requirements and were issued a licence. The women and men who get up each day to battle on behalf of the people of our province deserve nothing but the utmost respect and our organization would like to take this opportunity to commend all involved in this collective effort, - to those who came forth but, most importantly, to those who worked through it, thank you.

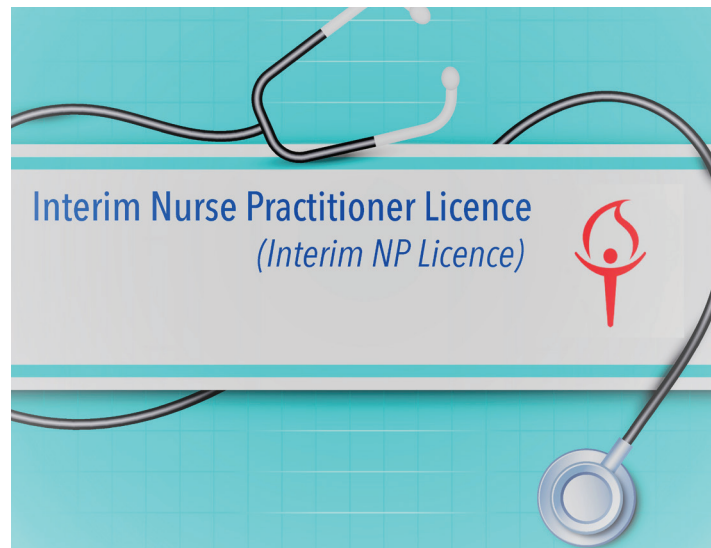
New Licensure Designation

Interim Nurse Practitioner Licence

On June 5, 2020 Council approved a new licensure designation "Interim Nurse Practitioner Licence" (Interim NP Licence). The new designation will be used by NP program graduates, in addition to their Registered Nurse (RN) title, when issued an interim licence while waiting to write the national NP licensing exam, receive results and finalize the NP licensure process. While interim licences have been issued to graduates of NP education programs for some time, the RN title alone did not identify the advanced education and competencies of this group of licence holders.

Implementation of this new licensure designation is timely and aligns with Council's decision to remove scope of practice restrictions on an interim NP licence (see "Council Matters"), and also provides greater clarity and increased transparency for the public and others (e.g., interdisciplinary team members). *The Registered Nurses Regulations* provide that an RN who has completed an NP education program, approved by Council, may be issued an interim licence to practice as a Nurse Practitioner.

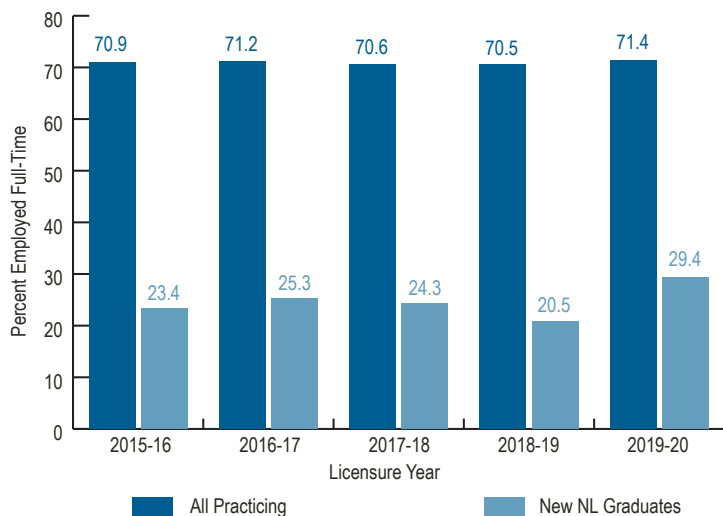
Future work related to interim licences will include a review of the designation used by graduates of the Baccalaureate of Nursing program.



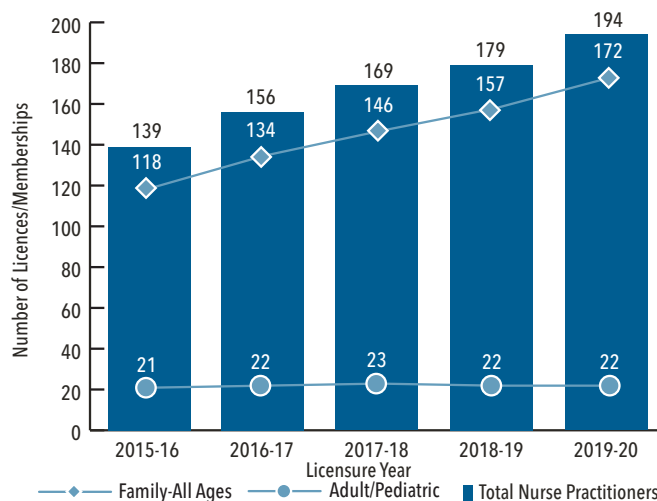
Registration Update

Renewal Highlights

Each year when you complete your licensure/membership renewal, demographic, education, and practice/employment information is collected. The information CRNNL collects is required under the *Registered Nurses Act (2008)* and *Registered Nurses Regulations (2013)*. The data are used in research, health and human resource planning, and shared nationally with the Canadian Institute for Health Information and provincially with the Department of Health and Community Services, and Newfoundland & Labrador Centre for Health Information. The highlighted statistics in this article are for the 2019-20 licensure year (April 1, 2019 - March 31, 2020). If you would like to learn more about CRNNL RN and NP statistics, visit our website at www.crnml.ca/statistics.



Full-time Employment in the Nursing Workforce



Number and Category of NPs

Meet the New College Chair

Tracy MacDonald

On June 16, 2020 the College of Registered Nurses welcomed a new Chair of the College Council. Tracy MacDonald recently took part in an interview with College Communications Officer, James Sheppard for this edition of College Connection.

Congratulations on becoming the Chair of the College Council. For readers who may not know you, how would you describe yourself? Who is Tracy MacDonald?

Thank you! It's such an honour. I would describe myself first and foremost as someone who commits to doing my best and expecting the best from others. I'm a very proud mom of 4 children. I live in Grand Falls-Windsor with my husband, and I am very proud to say that I am a Registered Nurse! ...Oh, I'm a dog owner! (laughs) I love animals and I have 2 dogs that I adore. Health and wellness are a huge part in my life; I love to run, kayak, hike, and cross-country ski.

What made you choose nursing as a career?

My mother was a nurse who was involved in the former ARNNL, now College. I followed in her footsteps and always admired her career. It opened my eyes to the dynamic possibilities of a career in nursing.

How did you start your nursing career?

I actually received my education and started my career in Nursing in Nova Scotia! Our family lived there for ten years before we made the move back to Newfoundland and Labrador for a change of pace... we're a very busy household.

Can you describe for readers the evolution of your career?

I started in labor and delivery at a large teaching hospital in Halifax and worked in neonatal intensive care and the pediatric operating room before moving into a coordinator position with infection control. I moved back to Newfoundland and Labrador, took on management roles, and had managed the Internationally Educated Nurses project in Central Health. I then moved on to manage inpatient surgery, regional endoscopy, wait time management and for the past 6 years, have been in a risk management patient safety role that also includes managing infection prevention and control.



Tracy MacDonald, Chair of the College of Registered Nurses

How did you first become involved with CRNNL?

I've always had a keen interest in understanding history and the evolution of how organizations and systems progress and move. I was approached by a frontline nurse one day and asked if I would be interested in putting my name forward to be a part of the regulatory body and I jumped at the opportunity. My curiosity and my commitment and passion for the profession all aligned.

You mentioned earlier that you have experience in infection control. How would you describe the role that the pandemic has taken on nursing from your perspective and experience?

With the announcement of a global pandemic in early winter 2020, there was an immediate expectation that our health care workers would step up to the plate and they did just that. It was demonstrated when we, as College Council, guided by the Executive Director and team, put measures in place immediately to be of service to the public and to registrants. What took place in terms of being a step ahead, being proactive, keeping the public interest at the forefront is part of the fundamental principles of what it means to practice as a Registered Nurse.

Meet the New College Chair

Tracy MacDonald

The College is responsible for approval of regulatory documents, disciplinary actions but more importantly, the overall governance of profession. As Chair, what do you see as the priority agenda items for the College Council in the months ahead?

All aspects of the College Council are of significant importance. The nature of the business is to protect the public and set the standard for nursing excellence. There are some items however that pique the interest and one of those at the moment is RN prescribing. With so many remote regions of our beautiful province we need to strike a balance and a real partnership with other health care professionals and how we can further emphasize the role of RNs and NPs in the delivery of primary health care and RN prescribing is part of that discussion.

What would people be surprised to learn about you?

I've always been someone who has pushed the envelope a little bit, (laughs) and I like to be as open as possible. Some folks (understandably) like to keep their private life private but I always try to find ways to incorporate my kids, my dogs, and be accessible. I like to bring humor into the conversation whenever appropriate. I like to be real and genuine with people and that's how I hope people will be with me!



Tracy and her gang - Back to School Photo 2019

In your first address to nurses, you reflected on the photos in the boardroom at CRNNL House. Years from now, what would you like people to remember when they see your photo?

I want to be remembered for being bold, progressive, creative, and thinking outside the box. I want people to receive the College Connection and go "What's Tracy Mac saying now?", I want them to be interested in what the College achieved in my tenure and I want folks to look at my photo on that wall, smile, and think to themselves... she was a good person and did right by the public.



Tracy kayaking on the Exploits River

Professional Conduct Review

Notifications

For an overview of the PCR (professional conduct review) process when an allegation is submitted see the "Complaints and Discipline" page on CRNNL's website.

In accordance with Council policy, Professional Conduct Review - Notification, a summary of a decision of an adjudication tribunal in the hearing of a complaint and a brief description of an allegation(s) resolved by authorized processes pursuant to the Registered Nurses Act (2008) are published in The College Connection and on CRNNL's website.

Adjudication Tribunal Decisions

Gregory Rowe, CRNNL Registrant # 15914

In the matter of a Complaint against Gregory Rowe, College of Registered Nurses of Newfoundland and Labrador, Registration #15914 (the "Registrant"), an Adjudication Tribunal found the Registrant guilty of conduct deserving of sanction under the *Registered Nurses Act (2008)*, section 18(c)(i) professional misconduct and 18(c)(ii), professional incompetence. The Adjudication Tribunal determined that the Registrant engaged in conduct deserving of sanction, which conduct included: errors, omissions and lack of timeliness in client documentation; errors in administration of IV fluids; administration of a medication without an order; errors in professional and therapeutic communication; failure to adhere to employer policy for pronouncement of death and dishonesty in communication with his employer. Pursuant to section 28(3) of the *Registered Nurses Act (2008)* on November 19, 2019 the Adjudication Tribunal accepted an Agreed Statement of Facts and a Joint Submission on Penalty and in a written Decision dated January 10, 2020 ordered the suspension of the Registrant's eligibility to renew a licence to practise nursing pending his successful completion of specified learnings and a period of preceptored clinical practice, a review of CRNNL resource documents; and further ordered that the Registrant meet with an CRNNL Nursing Consultant, Policy and Practice to reflect on his learnings with respect to the issues identified in the Complaint; and pay the CRNNL \$1,250.00 towards its costs incurred.

The conduct deserving of sanction occurred on November 19, 2017 and December 16, 2017 while the Registrant was working in Corner Brook. The Complainant was Western Health.

Mary Collins, CRNNL Registrant #12535

In the matter of a Complaint against Mary Collins, College of Registered Nurses of Newfoundland and Labrador, Registration #12535 (the "Registrant"), an Adjudication Tribunal found the Registrant guilty of conduct deserving of sanction under the *Registered Nurses Act (2008)*, section 18(c)(i) professional misconduct, and 18(c)(v) acting in breach of the Code of Ethics in that the Registrant breached an agreement she entered into to resolve an Allegation filed against her by the Director of Professional Conduct Review. Pursuant to section 28(3) of the *Registered Nurses Act (2008)* on September 24, 2019 the Adjudication Tribunal accepted an Agreed Statement of Facts and a Joint Submission on Penalty and in a written Decision dated January 14, 2020 ordered the suspension of the Registrant's eligibility to renew a practicing licence pending the Registrant providing the Director of Professional Conduct Review with a medical report confirming her fitness to return to practice and the Registrant providing the Director of Professional Conduct Review with a specified number of monitoring reports; following the Registrant's return to nursing practice the Registrant shall provide monitoring reports to the Director of Professional Conduct Review for a period of one year; and pay the CRNNL \$1,250.00 towards its costs incurred.

The conduct deserving of sanction occurred in 2018 - 2019. The Complainant was CRNNL Director of Professional Conduct Review.

¹ A summary of a decision of an Adjudication Tribunal is also published in a newspaper in accordance with section 29 (3) and 29 (4) of the *Registered Nurses Act*.

Professional Conduct Review

Notifications

Martha Rae Burry, CRNNL Registrant #11902

In the matter of a Complaint against Martha Rae Burry, College of Registered Nurses of Newfoundland and Labrador, Registration #11902 (the "Registrant"), on November 13, 2019 an Adjudication Tribunal found the Registrant guilty of conduct deserving of sanction under the Registered Nurses Act (2008), section 18(c)(i) professional misconduct, 18(c)(ii), professional incompetence and 18(c)(v) breach of the Code of Ethics. The Adjudication Tribunal determined that the Registrant engaged in conduct deserving of sanction, which conduct included failure to demonstrate accountability as a Registered Nurse in relation to: aseptic technique; completion of and submission of client assessments; notification to a physician of a client's death; documentation of client information and nursing actions, including medication administration; communication to and provision of documents to a client's family; administration of IV medication in a manner contrary to employer policy; and seeking assistance from a colleague where required.

On February 4, 2020, the Adjudication Tribunal heard submissions on sanction, and pursuant to section 28(3) of the Registered Nurses Act (2008) in a written Decision dated February 27, 2020, ordered the suspension of the Registrant's licence to practice nursing pending her successful completion of specified learnings, a review of CRNNL resource documents, a written self-reflection; and further ordered that the Registrant meet with a CRNNL Nursing Consultant, Policy and Practice to reflect on her learnings with respect to her nursing competencies and accountability as a registered nurse; and pay the CRNNL \$31,443.32 towards its costs incurred.

The conduct deserving of sanction occurred on/or about May 2015 and on April 7 and 23, 2015; July 14, 2015; October 8, 2015; March 15, 2016; June 1 and 2, 2016; August 11, 2016; and October 7, 8, and 9, 2016 while the Registrant was working in the Glovertown region. The Complainant was Central Health.

Allegations Dismissed

In a decision dated March 19, 2020, the Complaints Authorization Committee dismissed an allegation filed against a Registrant. The allegation included issues of care planning, administration of a medication and a report made under the Adult Protection Act.

In a decision dated May 11, 2020, the Complaints Authorization Committee dismissed an allegation filed against a Registrant. The allegation included issues of medication administration.

Allegations Resolved

On January 30, 2020 the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation included issues of medication administration, physician notification of client information and documentation of client care. The Registrant was required to complete specified remedial education, a reflective paper to include specified content, and to meet with a CRNNL Nursing Consultant to reflect on the Registrant's learnings.

On January 30, 2020 the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation included issues of client assessment, physician notification of client information and documentation in the practice setting. The Registrant was required to complete specified remedial education, a reflective paper to include specified content, and to meet with a CRNNL Nursing Consultant to reflect on the Registrant's learnings.

Following investigation of an allegation the CAC was of the opinion there were no reasonable grounds to believe a Registrant engaged in conduct deserving of sanction

Professional Conduct Review

Notifications

Allegations Resolved (continued...)

On February 14, 2020 the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation related to issues of professionalism and the Registrant's communication of personal health information with the Complainant. The Registrant was required to complete specified remedial education and to meet with a CRNNL Nursing Consultant to reflect on the Registrant's learnings.

On February 25, 2020 the Director of Professional Conduct Review resolved an Allegation with a Registrant who had a criminal conviction under the Criminal Code of Canada for impaired driving. The Registrant was required to complete a number of conditions, including obtaining a medical report to confirm fitness and capacity to continue practising as a Registered Nurse and to undergo random drug and alcohol testing for a specified period.

On April 14, 2020 the Director of Professional Conduct Review resolved an Allegation with a Registrant who practised without a licence for a period exceeding three days and thereby failed to maintain liability protection in accordance with the *Registered Nurses Regulations (2013)*. The Registrant was required to complete specified remedial education within a specified timeframe.

On April 28, 2020 the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation included issues of disclosure of information to an employer related to the Registrant's previous employment and licensure status with a professional regulatory body. The Registrant was required to complete specified remedial education, and to meet with a CRNNL Nursing Consultant to reflect on the Registrant's learnings.

On May 20, 2020 the Director of Professional Conduct Review resolved an Allegation with a Registrant who had a criminal conviction under the Criminal Code of Canada for theft. The Registrant, having fully disclosed the circumstances giving rise to the conduct leading to the conviction, was required to complete a number of conditions, including obtaining a medical report to confirm fitness and capacity to return to nursing practice and to undergo random drug and alcohol testing for a specified period.

Additional information on the PCR process is published in the Annual Report 2019-2020 (p. 10-12). The report is available on the "Resources and Publications" page on CRNNL's website.

CONTINUING EDUCATION SESSIONS

Fall 2020

Tuesdays 1400-1500h (NST)

| | |
|---------------------|--|
| <i>September 22</i> | eDOCSNL: The Provincial Electronic Medical Record Program <ul style="list-style-type: none">• Fred Melindy B.Sc., B.Ed., MD, Director, eDOCSNL |
| <i>September 29</i> | Professionalism and Social Media <ul style="list-style-type: none">• Peggy Rauman RN, BN, MN, Nursing Consultant, CRNNL• Michelle Carpenter RN, BN, MEd, Nursing Consultant, CRNNL |
| <i>October 6</i> | Unseen, Unheard, Undervalued: Advancing Research on Registered Nurses In Primary Care <ul style="list-style-type: none">• Dr. Julia Lukewich RN, PhD, MUN Faculty of Nursing |
| <i>October 20</i> | Research on the Social Organization of Nursing Practice in the Hospital Setting and its Influence on the Development of Conflicting Working Relationships between Registered Nurse Peers <ul style="list-style-type: none">• Peggy A. Rauman PhD (c), Community Health, Faculty of Medicine, MUN |
| <i>October 27</i> | Profile of Adults with Diabetes Mellitus in NL: A Population-based, Cross-sectional Analysis <ul style="list-style-type: none">• Richard Buote PhD (c), Community Health, Faculty of Medicine, MUN |
| <i>November 3</i> | Advanced Foot Care Nurses' Practice Environment and Perceptions of Barriers and Facilitators to Foot Care: A Pan- Canadian Study <ul style="list-style-type: none">• Jennifer Densmore MN, BN, RN, Nurse Educator, Centre for Nursing Studies• Kathleen Stevens RN, PhD (c), Assistant Professor, MUN Faculty of Nursing |
| <i>November 10</i> | Best Practices for Advanced Foot Care Nurses <ul style="list-style-type: none">• Jennifer Densmore MN, BN, RN, Nurse Educator, Centre for Nursing Studies• Kathleen Stevens RN, PhD (c), Assistant Professor, MUN Faculty of Nursing |

CONTINUING EDUCATION SESSIONS

Fall 2020

Tuesdays 14:00-15:00h (NST)

| | |
|--------------------|--|
| <i>November 17</i> | A Qualitative Analysis of r/ostomy: What Reddit Can Teach Us About Patients with Ostomies and Their Eating Experience <ul style="list-style-type: none">• Lisa Blundell PhD (c), Community Health, Faculty of Medicine, MUN |
| <i>November 24</i> | Rare but Real: One Regulator's Journey to Learn More About Health Care Serial Killers <ul style="list-style-type: none">• Anne Coghlan RN, MScN, Executive Director & CEO, College Of Nurses Of Ontario• Kevin McCarthy RN, BScN, MPPAL, Director Strategy, College Of Nurses Of Ontario |
| <i>December 1</i> | Perinatal Mental Health: The Role of the Nurse Screening, Support and Referral <ul style="list-style-type: none">• Dr. Caroline Porr BScN, MN, PhD, RN, CCHN(C), Associate Professor, Faculty of Nursing, SPOR Evidence Alliance, Co-Investigator Faculty Scholar, CCHPE, Faculty of Medicine |

The above Sessions will be recorded and available on the web after the event. To access archived teleconference sessions, go to www.crnnl.ca, under News and Events, Archived Teleconferences.

How to Attend a Live Education Session ****NEW****

Attendance at the education session is limited so **registration is required**.

Details on how to attend the session (connect to audio/webinar) will be emailed to those who register.

Participants are encouraged to attend the education sessions in groups. Only one registration is required per group.

Access is provided five minutes prior to start time.

To register go to www.crnnl.ca/events-calendar.

If you need assistance with registration, contact Jennifer Lynch at jlynch@crnnl.ca, 709-753-6075 or 1-800-563-3200.

CRNNL's New Continuing Competency Program (CCP)

Coming Soon

In February 2020, the College Council approved a new CCP for Registered Nurses (RNs) and Nurse Practitioners (NPs).

The College has listened and incorporated relevant feedback from 9 focus groups, survey responses from 1,016 registrants and input from multiple stakeholders' discussions.

The new program is user friendly, has fewer forms, focuses on your practice setting or role, combines the requirements for RNs and NPs and, most importantly, it offers flexible options to obtain learning hours. While this program is more streamlined, it still allows nurses to meet their legislative requirements for completing the CCP and participating in the CCP Audit.

The new CCP is based upon the principles of individual competence and self-reflection and the assumption that public interest, quality of client care and safety are best served when RNs/NPs are continually enhancing their knowledge and skills. This was confirmed by you - 89.5% of nurses responding to the evaluation felt that having a CCP would motivate them to engage in continuing competence.

The rollout of the new program had originally been planned for April 2020; however, due to the disruption of the Pandemic, Registrant education had to be delayed. Education will now begin during the latter part of the current licensure year and throughout 2021-2022, if public health measures permit it. Education will be provided through remote/online platforms and/or in person sessions. This revised timeframe will provide ample time to prepare you for the new program which is planned for implementation in the licensure year of April 1, 2022-March 31, 2023.

Stay tuned for future information on educational offerings of the new CCP and to view the complimentary virtual resources that will be available on our website.



Quality Assurance Program

Update

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

The QA Program provides a proactive mechanism to address a practice concern regarding an RN's practice thereby supporting the nurse to meet CRNNL's Standards of Practice for safe, competent and ethical care. The QA Program is focused on promoting good nursing practice and preventing poor nursing practise by focusing on early intervention. The intent of early intervention is to allow an opportunity for remediation to improve an RN's practice and protect the public from unsafe nursing care while supporting the RN to continue to practice safely. The program is designed to address practice concerns rather than wait until they become more serious and require engagement in the professional conduct review (PCR) process.



On receipt of a practice concern or a CRNNL "Complaint Form", the Director of Professional Conduct reviews the information using a triage tool that informs decision making regarding attempting to resolve the matter via the QA Program or the PCR process. The tool includes: details of the practice concern (e.g., single issue versus a pattern over time; action was reckless or intentional; client population and location); information related to the registrant (e.g., response to allegation, current licensure status, history of previous allegations; years of experience, employment status and location) and categorizing the risk of the concern (i.e., low, medium or high). Concerns resolved under the QA Program are structured processes called, a QA Resolution or a QA Review .

The QA Program is a new program which CRNNL will evolve and improve to strengthen its ability to promote good nursing practice and prevent poor nursing practice in the interest of the public of Newfoundland and Labrador. To date, three practice concerns have been resolved via the QA Resolution process.

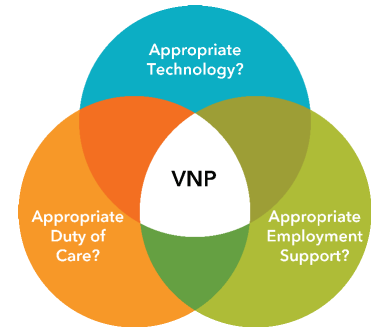
For more information on the QA Program, please review the regulatory document which can be found in the document library on CRNNL's website.

Spotlight: Trends in NL Nursing

Recent Trends in NL Nursing

Virtual Nursing Practice (VNP)

The social distancing protocols made necessary by the pandemic has propelled health care professionals to dive into the virtual universe to provide optimal health care services and wellness opportunities to their clients. In response to this need and to help nurses meet their regulatory requirements as they navigate providing nursing services via a virtual platform, CRNNL created a document outlining the regulatory practice expectations required to ensure the safe and appropriate delivery of VNP to the residents of our province.



Self-Employment and The Provision of Nursing Services During COVID-19

As we reflect and adjust our nursing practice in response to living with COVID -19, the College developed a document to guide the practice of self-employed RNs and NPs whom are providing nursing services in the context of COVID. The document supports the delivery of safe and competent nursing services while minimizing the risks of the transmission of COVID.

Advanced Footcare (2020)

The pandemic and subsequent quarantine protocols created challenges for nurses providing advanced footcare both within the RHAs and through self-employment. Questions from RHAs and self-employed nurses regarding how to provide this service while adhering to the COVID infection control measures were brought to CRNNL. This practice guideline was the result of a collaboration between the CRNNL and the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNL), as advanced footcare is a shared competency.

This practice guideline supports public protection and reduces the risk of harm to the public by ensuring RNs, NPs, and Licensed Practical Nurses (LPNs) have access to a collaborative, consistent regulatory direction and a resource that articulates the expectations for practice when providing advanced footcare services within their respective roles.

**To view any of the documents listed above,
please visit the document library at www.CRNNL.ca**

NCLEX Update

COVID

When the global pandemic hit and caused immediate closure of all Pearson VUE NCLEX test centers in March, it posed a perfect storm for challenges for NCLEX candidates, NCSBN and Pearson VUE. Using a phased in approach, NCSBN and Pearson VUE put measures in place to reopen testing centers while still maintaining public health guidelines to allow the NCLEX-RN to be delivered to candidates in a safe manner that did not compromise the rigor or validity of the exam. Although a second wave of the COVID-19 virus is possible, NCSBN and Pearson VUE are confident in their ability to continue administering the exam given the pre-existing safety measures in place and a reduction of candidates writing in the fall..

Awards for Excellence

2020 Recipients



Julia Lukewich (left), Associate Professor, Memorial University Faculty of Nursing is the recipient of the Award for Excellence in Nursing Research and Sandra Small (right) Professor, Memorial University Faculty of Nursing is the recipient of the Award for Excellence in Nursing Education. Recipients will be honored at an awards reception planned for October.



Call for Applications

Applications are now being accepted in the following categories:

Continuing Education Bursaries (\$500-1000)

Bursaries are available to assist members with self-paid costs of continuing education events/programs (conferences, courses, certification) relevant to their nursing practice.

Bachelor of Nursing Scholarships (\$1000)

Scholarships are available to students enrolled in the Bachelor of Nursing Program at one of the three NL Schools of Nursing.

Master's & PhD Scholarships (\$1000-\$2000)

Graduate scholarships are available to members enrolled in nursing and non-nursing Master's or PhD programs.

RN Re-Entry & IEN Bridging Scholarships (\$1000)

Scholarships are available to members who have completed the Re-Entry Program or the IEN Bridging Program through the Centre for Nursing Studies within the past 12 months.

Nursing Research Awards (\$2500)

Research awards are available to support RNs to carry out nursing research in practice, education or administration.

Applications are available on the Trust website

www.nlrntrust.ca

Deadline to apply: **October 15, 2020.**
Late applications **will not** be accepted.

Volunteer Opportunity

The Trust is seeking graduate-prepared RNs to join the Research Awards Committee. This committee is responsible for the review of research applications and selection of award recipients. Committee members serve a term of three years. As per the terms of reference, preference will be given to RNs whose graduate program included completion of a thesis and/or who have a current record of research.

RNs interested in joining the committee can contact the Trust Coordinator at coordinator@nlrntrust.ca by **October 1, 2020.**

Annual General Meeting Update

Members of the Trust met on June 5, 2020 for the annual meeting and approved the 2019-20 audited financial statements. Congratulations are extended to the Board of Directors for 2020-21:

- Julie Nicholas, President
- Melvin Layden, President-Elect
- Michelle Carpenter, Eastern Regional Director
- Anne Blackmore, Central Regional Director
- Erica Hurley, Western Regional Director
- Megan Hudson, Labrador Regional Director
- Brenda Whyatt, Director-at-Large
- Lynn Power, Ex-Officio (non-voting)
- Julie Wells, Coordinator (non-voting)

The Board extends their sincere appreciation to outgoing President Sara Seymour.

25th Anniversary Scholarship

The Trust is pleased to announce that Paula Kelly has been selected as the recipient of the Trust's 25th Anniversary Scholarship for 2020-21. This scholarship is awarded by the Canadian Nurses Foundation (CNF) to a doctoral student who has demonstrated academic excellence and leadership in the nursing profession and/or community service.

Congratulations Paula!

For more information about the scholarship, please visit the Canadian Nurses Foundation website (www.cnf-ficc.ca).



College Council

OPPORTUNITY



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

A call for nominations will be made by the nominations committee in the coming weeks for the **2021-2024** Council postings, at which point the following positions will officially become open for nominations:

Regional Councillors:

Central

Labrador - Grenfell

Domain Councillors:

Education and Research

Administration

PM40069117



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CRNNL.CA

CRNNL advances nursing excellence for public protection and optimal health of Newfoundland and Labrador.

CRNNL exists so that there will be:

1. Public Confidence in Self-Regulation
2. Accountable Professionals
3. Evolution of the Profession