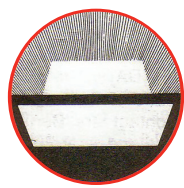
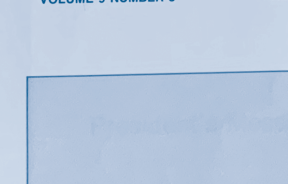
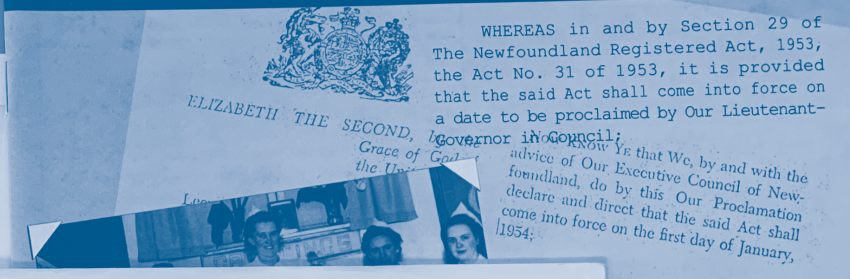
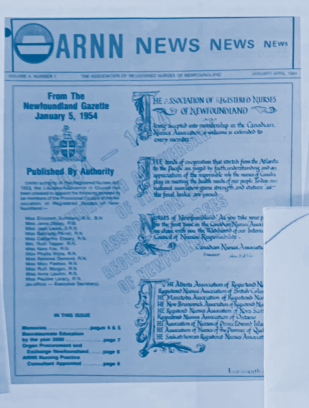
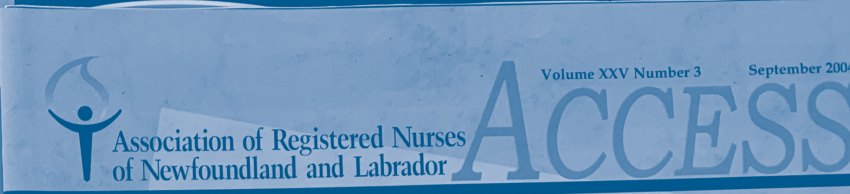


# Access

The Magazine of the Association of  
**Registered Nurses** of Newfoundland and Labrador

## THE FINAL "ARNNL" ISSUE 1954-2019



**65 Years of Nursing Excellence**

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## ARNNL COUNCIL

|  |                                     |         |
|--|-------------------------------------|---------|
| Elaine Warren  | <i>President</i>                    | 2018-20 |
| Beverly Pittman  | <i>President-Elect</i>              | 2018-20 |
| Pat Rodgers  | <i>Eastern Region</i>               | 2017-20 |
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| Stacey Knudsen   | <i>Labrador/Grenfell Region</i>     | 2018-21 |
| Kelly Barron   | <i>Advanced Practice Councillor</i> | 2019-22 |
| Krista Simms   | <i>Practice Councillor</i>          | 2019-22 |
| Valery Goulding  | <i>Education/Research</i>           | 2018-21 |
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| Stephen Clark  | <i>Public Representative</i>        | 2018-21 |
| Dale Colbourne   | <i>Public Representative</i>        | 2018-21 |
| Glyn George  | <i>Public Representative</i>        | 2018-21 |
| Louise Pinsent Parsons                                     | <i>Public Representative</i>        | 2018-21 |
| Lynn Power   | <i>Executive Director</i>           |         |
| Representatives from nursing student societies (observers) |                                     |         |

**Editor** James Sheppard  
**Creative Design** Brenda Andrews, Image 4

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# MESSAGE FROM THE PRESIDENT



Elaine Warren RN BN MN  
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It's been said that any change today can bring about a dramatically different tomorrow. The changes to the Association of Registered Nurses of Newfoundland and Labrador are just upon the horizon and I am confident that the weeks and months ahead will be a beneficial time for not only Registered Nurses, but for the entire population of our province.

Our presence in the public eye is (at times) understated, yet our impact on the lives of the public is untold. As we enter the 65th year of our organization and embark on this significant milestone, I believe it is incumbent on all of us to reflect on the care we provide and make a conscious effort to always strive to surpass the standard.

Whether it be the Association of Registered Nurses or the College of Registered Nurses, setting a standard of excellence for Registered Nurses in Newfoundland and Labrador will remain the anchor of our mandate.

*AS WE ENTER THE 65TH YEAR OF OUR ORGANIZATION AND EMBARK ON THIS SIGNIFICANT MILESTONE, I BELIEVE IT IS INCUMBENT ON ALL OF US TO REFLECT ON THE CARE WE PROVIDE AND MAKE A CONSCIOUS EFFORT TO ALWAYS STRIVE TO SURPASS THE STANDARD.*

Recently, I had the privilege of presenting RNs with awards of excellence (highlighted on page 17) and bestowing Catherine McDonald and Linda Norman-Robbins with Honorary Membership. It gives me great satisfaction to recognize our distinguished nurses whose service to the nursing profession is commendable.

I have an immense sense of pride for our organization and a deep feeling of gratitude to serve as the final President of ARNNL. I am

compelled to thank the many individuals who have come before me; your hard work and commitment has built ARNNL into a vibrant professional organization. Your collective contributions have blazed a trail that will ensure that the College of Registered Nurses of Newfoundland and Labrador will remain a cornerstone within the foundation of health care in this province.

A handwritten signature in cursive script that reads "Elaine Warren".



# FROM THE EXECUTIVE DIRECTOR'S DESK



Lynn Power RN MN  
lpower@arnnl.ca

Throughout my tenure as Executive Director of the Association of Registered Nurses of Newfoundland and Labrador (ARNNL), I have written numerous messages to RNs, NPs and members of the public on a multitude of topics; however, I consider this to be the most significant address in our 65-year existence. I prepare this message with a sense of profound anticipation for the days that lay ahead while simultaneously feeling a deep sense of sentimentality for the days that have brought us to this point.

The nursing profession in Newfoundland and Labrador is continuously evolving and the regulatory body which governs the profession must do the same. On September 1st, 2019, ARNNL officially becomes The College of Registered Nurses of Newfoundland and Labrador. This date will mark a historic day and shall provide our organization with an opportunity to focus precisely on our mandate to the people of the province and continue our 65-year tradition of setting the standard for nursing excellence in Newfoundland and Labrador.

## *THE NURSING PROFESSION IN NEWFOUNDLAND AND LABRADOR IS CONTINUOUSLY EVOLVING AND THE REGULATORY BODY WHICH GOVERNS THE PROFESSION MUST DO THE SAME.*

Since 1954, ARNNL has effectively and efficiently positioned the Registered Nurse and the Nurse Practitioner to become the cornerstone on which the foundation of our provincial health care system is built. Nursing's fundamental contribution to the people of our province knows no bounds. We are proud of the standards we have set as an organization and we are honored to observe RNs and NPs not only meet the standard but surpass it.

As we embark on this journey of change together, I feel it is essential to celebrate the hard work and benevolence of the generations of RNs that have come before us and take time to acknowledge the collection of individuals who will lead the College of Registered Nurses of Newfoundland and Labrador into the future.

*Lynn Power*





# COUNCIL MATTERS

## Motions from Council Meeting June 10, 2019:

**MOTION:**

THAT Council approve recommending to the provincial Minister of Health and Community Services to repeal Section 8(3) of the Registered Nurses Regulations (2013) and direct the Executive Director to move forward on the request to the Minister of Health and Community Services.

*CARRIED*

**MOTION:**

That Council direct the ED to explore what is publicly available on ARNNL's website considering privacy regarding registrants and report back to Council considering a jurisdictional scan, review of privacy requirements, legislative requirements, costs, etc.

*CARRIED*

**MOTION:**

THAT Council approve the audited financial statements for the year ended March 31, 2019.

*CARRIED*

**MOTION:**

THAT Council accept the Executive Requirement Policy-4<sup>1</sup>: Financial Condition monitoring report as presented.

*CARRIED*

**MOTION:**

THAT Council accept the Executive Requirement Policy-5: Asset Protection monitoring report as presented.

*CARRIED*

**MOTION:**

THAT Council accept the Strategic Outcome monitoring report as evidence of satisfactory progress in the 2018-2019 period.

*CARRIED*

**MOTION:**

THAT Council approve: Creating two at-large positions for the two RN positions on Council (old President/ President Elect) as a result of changes to the RN Act and to be reviewed every three years and direct the ED to work up and bring back to Council for an electronic vote.

*CARRIED*

**MOTION:**

THAT Council approve the Quality Assurance Terms of Reference Governance Policy-6.13B proposed recommended changes with agreed upon change to 3.1.

*CARRIED*

**MOTION:**

THAT Council approve the following appointments to the QA Review Committee:

**Registered Nurses:**

|                   |                   |
|-------------------|-------------------|
| Tamara Taylor     | Samantha Roberts  |
| Stephanie Hillier | Cathy O'Keefe     |
| Brenda Whyatt     | Lisa Jesso        |
| Debbie Moyst      | Douglas Spracklin |

Brenda Jones

**Public:**

Bea Courtney

*CARRIED*

**MOTION:**

THAT Council approve the Medication Management 2019 document to replace the 2005 version.

*CARRIED*

**MOTION:**

THAT Council approve the Nurse Practitioner Competency Validation Process – Re-entry 2019 document to replace the 2015 version.

*CARRIED*

**MOTION:**

THAT Council approve the Interpretive Document: Unregulated Care Providers in Community Settings 2019 that will replace the Performance of Nursing Tasks by Support Workers in Community Settings 2003.

*CARRIED*

**MOTION:**

THAT the new Council members: Kelly Barron, Advanced Practice Councilor, and Krysta Simms, Practice Councilor are appointed to the ARNNL Complaints Authorization Committee in accordance with the terms of reference Council Policy, Governance Policy-6.11.

*CARRIED*

*Note: Routine business has been omitted to highlight the more prominent Council Motions. All Council Business except for In-Camera proceedings are made available to the public upon request.*

<sup>1</sup>All policies (ER & GP) are available on the website under <https://www.arnnl.ca/council-policies>

# LEGISLATIVE BRIEFS

Legislation impacting the Nursing Profession in Newfoundland & Labrador

Legislation in Orange: Federal Government

Legislation in Purple: Provincial Government

Legislation in Green: Regulatory Direction from ARNNL Council

## Regulations Amending the Food and Drug Regulations (Serious Adverse Drug Reaction (SADR) Reporting – Hospitals) and the Medical Devices Regulations

Section 21.8 of the *Food and Drugs Act* introduced the requirement that:

“A prescribed health care institution shall provide the Minister, within the prescribed time and in the prescribed manner, with prescribed information that is in its control about a SADR that involves a therapeutic product or a Medical Device Incident (MDI) that involves a therapeutic product.”

The regulations will amend the Food and Drug Regulations (FDR) and the Medical Devices Regulations (MDR) to require the reporting, by hospitals, of SADRs and MDIs associated with the use of pharmaceuticals (prescription and non-prescription), biologic drugs (excluding a vaccine administered under a routine immunization program of a province or territory), radiopharmaceuticals, disinfectants and medical devices, within 30 days of first being documented by a hospital.

## Children, Youth and Families Act (CYFA) (2019)

With the new *Children, Youth and Families Act* (CYFA) there are substantive changes with respect to the duty to report provision. Section II of the former *Children and Youth Care and Protection Act* (CYCP) states that where a person has information that a child (defined in the Act as someone under the age of 16) is or may need protective intervention, the person shall immediately report this information to a manager, social worker or peace officer. With the new CYFA, the key change is that Section I is revised, and the mandated duty to report is expanded to include youth from ages 16 and 17.

## Protection and Promotion of Public Health Act became law on July 1, 2019

The Act enables the Provincial Government to respond more effectively to emerging public health challenges and emergencies. The Act also strengthens a health care professional's duty to notify a Medical Officer of Health if a patient presents with a communicable disease.

The Act enshrines a Health-in-all-Policies approach, which is a modern public health tool that has gained prominence globally as it recognizes that complex problems in the health sector are linked to the social determinants of health. Newfoundland and Labrador is the second province in Canada to reference this approach in its public health legislation.

## Regulatory Direction: Updates from ARNNL

ARNNL Council approved in February 2019, the regulatory direction: **Authorizing the Use Cannabis for Medical Purposes**. ARNNL Council granted authority to NPs to authorize cannabis for medical purposes for clients through a medical document. This regulatory direction outlines the legislative and regulatory expectations for NPs considering engaging in this practice.

ARNNL has also published another regulatory direction titled: **Administration and Distribution of Cannabis for Medical Purposes**. This regulatory direction contains updated information from the collaborative memo released by ARNNL and CLPNNL on December 3, 2018, titled: ARNNL/CLPNNL Direction on the role of RNs, LPNs and NPs in Administering and Distribution of Medical Cannabis. This regulatory direction outlines the legislative and regulatory requirements for RNs, LPNs, and NPs who are contemplating participating in the administration and distribution of cannabis for medical purposes.

### For more information:

**Federal Government Legislation:** Visit Health Canada's website at <https://www.canada.ca/en/health-canada/corporate/about-health-canada/legislation-guidelines/acts-regulations/list-acts-regulations.html>

**Provincial Government Legislation:** Visit the House of Assembly's website at <https://www.assembly.nl.ca/legislation/>

**Regulatory Direction's:** Visit ARNNL's website at <https://www.arannl.ca/document-library>



# REGISTRATION UPDATE

## Renewal Highlights 2018-19

Under the Registered Nurses Act (2008) ARNNL is required to maintain a register of each person having met the qualifications for registration and a register of annual license holders. ARNNL maintains a database of Registrants with information collected/updated annually during licensure/membership renewal. Data collected includes demographics, education, employment and practice settings. The data collected by ARNNL is used in research, health and human resource planning, and shared nationally with the Canadian Institute for Health Information (CIHI) and provincially with the Department of Health and Community Services, and Newfoundland & Labrador Centre for Health Information (NLCHI). The highlighted statistics in this article are for the 2018-2019 (April 1, 2018 – March 31, 2019) licensure year.

### Number of Licenses

In 2018-19, ARNNL issued 6,250 practicing licenses – a decrease of less than 2% over the previous year. The number of non-practicing memberships increased to 584. There was a total of 231 new entries on the register for the year; this includes 188 graduates from NL Schools of Nursing. Another 83 registrants re-entered from a lapsed or non-practicing membership. The total number of exits was 421; this includes those who renewed to non-practicing and those who did not renew. This is the second year in a row that the number of exits has exceeded the number of entries.

### Average Age

The average age of practicing members at year end was 42.7 (Table 1). This is on par with previous years and makes us among the youngest nursing workforce in the country. RNs in advanced practice, management and faculty have a higher average age, but this is expected given the additional experience and educational requirements for these positions. The proportion of faculty and RNs in management who have reached the usual age of retirement (i.e., 58 years) is of note.

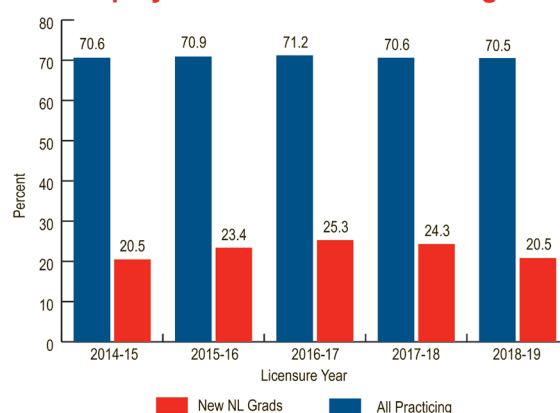
**Table 1. Average Age of Practicing Registrants**

|                       | n    | Average Age | % 58+ years |
|-----------------------|------|-------------|-------------|
| All members           | 6250 | 42.7        | 9.2         |
| Direct Care           | 4655 | 40.9        | 6.6         |
| Advanced Practice     | 181  | 46.3        | 10.5        |
| Management            | 371  | 49.2        | 17.0        |
| Faculty               | 101  | 50.1        | 23.8        |
| RNs in Long Term Care | 431  | 46.6        | 16.2        |

### Full-time Employment of New NL Graduates

The percentage of practicing members employed full-time in the provincial workforce is noted in Figure 1. We remain slightly over the national target of 70%. Full-time employment of new graduates decreased in 2018-19 compared to 2017-18 and is equivalent to rates seen in 2014-15. The trend of high rates of casual employment continued with the majority of 2018 graduates employed casual (76.9%). Nearly one-in-five (19.5%) who are employed casual report that they desire casual employment; most (78.2%) report that they desire full-time employment.

**Figure 1. Employed Full-time in NL Nursing Workforce**



### Nurse Practitioners

NPs make up 2.9% of ARNNL's practicing membership. In 2018-19, 179 members received a practicing NP license representing a 33% increase in the number of NPs compared to five years ago. The majority of NP licenses continue to be for Family/All Ages NPs (87.7%) with Adult and Pediatric NPs accounting for 12.3%. Most NPs (57.0%) have a Master's degree as their highest level of nursing education. The average age of NPs is 45.7 years; almost half are between 40 and 54 years. One in 10 NPs have reached or exceeded the usual age of retirement. The majority of NPs employed in NL identify their primary employer as a Regional Health Authority (RHA); Eastern (45.8%), Central (16.2%), Western (10.6%), Labrador-Grenfell (11.2%). The remaining 16.2% are employed outside of an RHA. The majority of NPs are employed full-time (74.3%) with their primary employer and nearly one-quarter of NPs (23.5%) have more than one employer.

If you would like to learn more about ARNNL RN and NP statistics visit our website <https://www.arannl.ca/statistics>.

### Canadian Nurses Protective Society (CNPS) Fee Notification 2020-21 Licensure Year

The CNPS Board of Directors has determined that the individual fee requirement for 2020 will be as follows:

- **Registered Nurses:** The fee requirement for an RN remains at \$48.00. There will be no change from the 2019 fee requirement.
- **Nurse Practitioners:** The fee requirement for an NP will be \$159.50 annually, which incorporates an increase of \$37.00 over the 2019 fee requirement. This is the second increment of a two part increase initiated in 2019.

For more information visit <https://cnps.ca/2020feesARNNL>

# REGULATORY NOTES

## *Practicing without a License: Update on Implementation of the Unauthorized Practice Fee*

In Newfoundland and Labrador, to practice as a registered nurse requires a valid/current license issued by ARNNL. The registration and licensing processes ensure that an individual has met the requirements to enter the profession (e.g., completed an approved nursing education program, passed a registration exam), and through the annual licensure renewal, has met the requirements for ongoing practice (e.g., continuing competency requirements, professional liability protection). It's about public protection and it's the law. Practicing as a registered nurse without a valid license is a violation of the *Registered Nurses Act (2008)* and penalties will be imposed.

***EFFECTIVE JANUARY 2018, AND IN ACCORDANCE WITH ARNNL BYLAW ARTICLE II, SECTION 2(c)(iii), MEMBERS WHO WORK WITHOUT A VALID PRACTICING OR INTERIM LICENSE ARE ASSESSED AN "UNAUTHORIZED PRACTICE FEE" (UPF) OF \$100 PER EACH SHIFT WORKED WITH NO MAXIMUM.***

There has been an increase in the number of members who have practiced without a license in the past two licensure years. The UPF assessed to members, depending on the number of shifts worked without a license, has ranged from \$100 to \$2800. Allegations of conduct deserving of sanction have also been filed, in accordance with Article II, Section 2(c)(iii), against members whose period of unauthorized practice exceeded three shifts.

ARNNL communicates notification of annual licensure/membership renewal to each member at the opening of the licensure renewal period (i.e., January) via email (the address provided by the members) and a copy of ACCESS (i.e., sent to member's home mailing address), and at scheduled intervals throughout the renewal period (up to March 31 to members whose renewal is outstanding). ARNNL also completes several activities post renewal (i.e., after April 1) that may result in further email notifications to a member who did not renew:

- (i) notification to members who held a license or non-practicing membership in the previous year but who did not renew.
- (ii) notification to members whose employers submitted their licensure renewal fee via the payroll deduction program but who did not complete and submit their annual renewal application.

Although ARNNL communicates widely during the annual renewal period **the accountability to ensure a valid license prior to commencing nursing practice/employment lies with the member.** Members returning to nursing practice following a period of leave (e.g., maternity leave) must also ensure they obtain a practicing license prior to commencing practice/employment. This includes any orientation.

ARNNL communicates renewal reminders to members primarily by email. In the past year several members contacted by ARNNL staff in

follow up to registration/licensure matters have stated that they do not read emails they receive from ARNNL. As a regulated professional it is essential to read all communications from ARNNL as they contain important information that may impact your ongoing licensure (e.g., change in licensure requirements) or your clinical practice (notice of publication of new regulatory documents e.g., *Medication Management, 2019*). Further, in some of these discussions ARNNL has also become aware that the information the member provided on their renewal application regarding their name, address (including email), telephone number or employment information was not updated. Under section 11(1)(b) and 11(2) of the *Registered Nurses Regulations (2013)* members are required to update a change in name, contact information and employer information (employer(s) name, address and telephone number) to ARNNL within 30 days of a change (i.e., not only at annual renewal). This year an allegation was filed against a member for failing to comply with this regulation. Members can update their contact information and employment information at any time via **MyARNNL**. A change of name requires documentation to be submitted to the registration department (e.g., legal change of name, marriage certificate).

Registered nurses are respected and held in high regard by the public. The public trusts that a person who is practicing as a registered nurse has met the competency requirements established by the profession. The annual licensure process ensures that a member has met the requirements for practice as set out in legislation, including maintaining professional liability protection. Simply put, licensure matters.

For more information see ARNNL Bylaw, Article II Section 2 and the *Registered Nurses Regulations*, Section 11.



# DISCIPLINE PROCEEDINGS PART II

## What Does the Public Need to Know?

Regulatory Notes in the January 2019 ACCESS reported that Council was in the process of reviewing its policies regarding the information shared with the public for respondents engaged in the professional conduct review process. This review was initiated in response to the growing trend across Canada, internationally and with other regulatory bodies in this province to increase transparency and accountability to the public and other stakeholders with respect to discipline proceedings. As a result of this review, in February 2019 Council approved a policy to increase the information shared with the public, nursing employers and nursing regulators in other jurisdictions (where applicable). The policy entitled “Professional Conduct Review Notification” (“Notification Policy”), was developed in the interests of public protection, to maintain public trust and confidence by ensuring that the professional conduct review process is transparent and accountable.

Highlights in the Notification Policy, include:

- Notice to the respondent’s nursing employer that an allegation has been filed against the respondent and the outcome of any Complaints Authorization Committee decision;
- Public notice containing a brief description of the respondent’s conduct (excluding the respondent’s name) and remedial provisions in an Alternate Dispute Resolution Agreement;
- Public notice containing a brief description of the respondent’s conduct (excluding the respondent’s name) where the Complaints Authorization Committee issued a counsel or caution;

- Public notice of a restriction or suspension of a respondent’s license pending a hearing;
- Public notice of referral of a complaint to a hearing before an adjudication tribunal, including the name of the respondent, the general nature of the complaint and hearing date and location;
- Public notice of a summary of a decision of the adjudication tribunal where a respondent has been found guilty of conduct deserving of sanction;
- Public notice and notice to a respondent’s employer where a respondent has been granted de-registration.

The Notification Policy is timely, especially in the context of the recent Public Inquiry into the Safety and Security of Residents in the Long-Term Care Homes System as a result of the Wettlaufer case which included investigation of the College of Nurses of Ontario.

Other recent regulatory inquiries and reviews across the country, including, the Inquiry into the College of Dental Surgeons of British Columbia specifically highlighted the need for the College to increase transparency and publish more information in the complaints process and decisions.

The full Notification Policy may be accessed on ARNNL’s website at [https://arnnl.ca/sites/default/files/Notification\\_Policy.pdf](https://arnnl.ca/sites/default/files/Notification_Policy.pdf)



**NOTE:** PART I in this series was published in the January 2019 issue of ACCESS on page 13, to review please visit <https://www.arnnl.ca/sites/default/files/ACCESS-January2019.pdf>

# PROFESSIONAL CONDUCT REVIEWS (PCR)

For an overview of the PCR process when an allegation is submitted see the “Complaints and Discipline” page on ARNNL’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 ACCESS and on ARNNL’s website. For more information on the policy see Disciplinary Proceedings, page 9.

## Adjudication Tribunal Decision<sup>1</sup>

In the matter of a Complaint against Deborah Kwabiah, Association of Registered Nurses of Newfoundland and Labrador, Registration #13248 (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 (1) inappropriately accessed medical information for patients for whom she had no job related reason to access, and (2) accessed her own medical information contrary to organizational policy. Pursuant to section 28(3) of the *Registered Nurses Act (2008)* on October 30, 2018 the Adjudication Tribunal accepted an Agreed Statement of Facts and a Joint Submission on Penalty and in a written Decision dated January 24, 2019 and recognizing that prior to the hearing the Registrant had voluntarily engaged in remedial education, ordered the suspension of the Registrant’s license to practice nursing for a period of two months from the date of the hearing, and further ordered the Registrant to complete a review of ARNNL resource documents, attend a nurse practitioner education session regarding records and reports; meet with an ARNNL Nursing Consultant, Policy and Practice; and pay the ARNNL \$1,250.00 towards its costs incurred. The conduct deserving of sanction occurred from March 2016 to October 2017 while the Registrant was working in St. John’s. The Complainant was Eastern Health.

On February 28, 2019 the Registrant met all terms and conditions of the Adjudication Tribunal’s Decision.

## Cautions/Counsels Issued

In a Decision dated March 19, 2019 the Complaints Authorization Committee (CAC), having reviewed an Investigation Report with respect to an Allegation filed against a Registrant, was of the opinion that there were reasonable grounds to believe the Registrant engaged in conduct deserving of sanction in that the Registrant failed to comply with Medication Administration Standards and Documentation Standards and failed to follow-up with a client’s family doctor. The CAC counselled the Registrant to complete specified remedial education and to meet with an ARNNL Nursing Consultant to reflect on learnings within six months of the date of the Decision. The CAC also dismissed a number of issues set out in the Allegation.

## Allegations Resolved

On April 24, 2019 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 communication in the practice setting. The Registrant was required to complete specified remedial education, a

reflective paper to include specified content, and to meet with an ARNNL Nursing Consultant to reflect on the Registrant’s learnings.

On May 6, 2019 the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation included issues of failure to comply with terms and conditions of an Agreement made pursuant to section 22(1) of the *Registered Nurses Act* to resolve an allegation and diversion of medication for self-administration. The Registrant’s return to nursing practice is subject to ARNNL receiving medical confirmation that the Registrant has received treatment, is fit to practice, specified monitoring upon return to practice, and the completion of remedial education.

On May 9, 2019 the Director of Professional Conduct Review resolved Allegations with a Registrant and Complainant. The Allegations included issues of documentation, communication with clients, family and a nursing manager, provision of care including completion of assessment, medication administration and client personal and post-mortem care. The Registrant was required to complete specified remedial education, a reflective paper to include specified content, and to meet with an ARNNL Nursing Consultant to reflect on the Registrant’s learnings.

The Director of Professional Conduct Review resolved six Allegations (dates: April 2, 2019; May 26, 2019; May 29, 2019; June 3, 2019; June 6, 2019; and July 25, 2019) where a Registrant practiced without a license for a period exceeding three days and thereby failed to maintain liability protection in accordance with the *Registered Nurses Regulations (2013)*. The Registrants were required to complete specified remedial education within a defined timeline.

## Allegations Dismissed<sup>2</sup>

In a Decision dated April 9, 2019 the Complaints Authorization Committee dismissed an allegation filed against a Registrant. The allegation related to the provision of service and communication issues arising during the Registrant’s interaction with a client.

In a Decision dated March 28, 2019 the Complaints Authorization Committee dismissed an allegation filed against a Registrant. The allegation included issues of delegation of duties, completion of quality assurance checks, scheduling of patient appointments and communication and behavior with colleagues.

**Additional information on the PCR process is published in the Annual Report 2018-2019 (pages 10 and 11). The report is available on the “Resources and Publications” page on ARNNL’s website.**

<sup>1</sup>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*.

<sup>2</sup>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.



# DOCUMENT SPOTLIGHT

## Recent documents published by ARNNL

Approved by Council in June 2019, see related motions on page 5, Council Matters.

### Medication Management

This *interpretive document* provides direction for nurses (Registered Nurses (RNs), Nurse Practitioners (NPs) and Licensed Practical Nurses (LPNs)), in relation to the professional expectations for safe, competent, compassionate, and ethical medication management in all practice settings, and in all employment and volunteer relationships. The principles and associated sub-principles outlined in this document are sufficiently broad as to encompass emerging medication management trends as well as providing direction for nurses on how to self-reflect on their individual responsibilities and accountabilities regarding their involvement in medication management. This document replaces *Medication Standards (2005)*.

### Unregulated Care Providers in Community Settings

This *interpretive document* outlines the responsibilities and accountabilities of the Registered Nurse (RN) when collaborating with the client, family, health care professionals and employers to meet the needs of a client in the community setting through authorizing unregulated care providers to perform a nursing task associated with a client's routine activities of daily living. This document replaces the *Performance of Nursing Tasks by Support Workers in Community Settings (2003)*.

### Entry-Level Competencies (ELCs) for the Practice of Registered Nurses

This *regulatory document* outlines the *Entry-Level Competencies (ELCs)* which establish the foundation of nursing practice. The ELCs are expected not only of entry-level RNs; all RNs are accountable to meet these competencies throughout their career relative to their specific context and/or patient population. In 2017, the Canadian Council of Registered Nurse Regulators (CCRNRR) initiated an update of the ELCs. The ELCs are revised every 5 years to ensure inter-jurisdictional consistency and practice relevance and therefore the *Entry-Level Competencies (ELCs) for the Practice of Registered Nurses*, replaces the *Competencies in the Context of Entry-Level Registered Nurse Practice 2013 - 2018*.

### Nurse Practitioner Approval Process

This *regulatory document* outlines the NP program approval framework and process. The framework principles are: regulatory focus, evidence informed, objective, transparent and sustainable. Approval of education programs is based on the premise that nursing education is central

to promoting excellence in nursing practice and preventing unsafe nursing practice in the public interest by ensuring nurse practitioner education programs are preparing graduates to achieve the entry-level competencies to practice.

### Quality Assurance Program

This *regulatory document* outlines ARNNL's Quality Assurance Program which is focused on promoting good nursing practice and preventing poor nursing practice by focusing on early intervention. The intent of early intervention is to allow an opportunity for remediation to improve a registered nurses practice and protect the public from unsafe nursing care while supporting the registered nurse 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 disciplinary process. It is anticipated the Quality Assurance Program will begin in September 2019.

## Document Library

STANDARDS ▶

INTERPRETIVE DOCUMENTS ▶

REGULATORY DOCUMENTS ▶

FACT SHEETS ▶

POSITION STATEMENTS ▶

DISCUSSION DOCUMENTS ▶

BRIEFS ▶

PUBLIC POLICY DOCUMENTS ▶

# MASTER OF NURSING PRACTICUM PROJECTS HELP STRENGTHEN NURSING

By Donna Moralejo, RN, PhD

In May 2019, six nurses graduated from the Practicum Option of the Master of Nursing (MN) program at Memorial University Faculty of Nursing.

## *Amanjote (Romy) Atwal (Surrey, BC)*

*Development and Implementation of Guidelines for Evaluation of Simulation Education Sessions.* Romy developed a debriefing practice guide for High Fidelity Simulation-based Nursing, based on best practice standards and the PEARLS framework. This provides nurse educators with tools to use and will facilitate consistency in debriefing. Supervisor: Dr. Sandra MacDonald.

## *Savannah Isaacs (Paradise, NL)*

*Development of a Learning Resource for New Grads to the Stroke Unit.* Savannah developed a stroke learning resource that highlights Canadian Stroke Best Practice Recommendations, interprofessional roles and responsibilities, and the essential nursing role on an acute stroke unit. Supervisor: Jill Bruneau

## *Sarah Knox (Paradise, NL)*

*Development of a Resource for Nurses Related to Palliative Care.* Sarah developed a learning resource to support nurses when providing palliative care to children. It consists of four modules: communication, pain, symptom management, and end-of-life-care. Supervisor: Dr. Donna Moralejo.

## *Mollie Ryan (Winnipeg, MB)*

*Development of a Resource Tool Kit Related to Safe Neonatal Transport Care for Nunavut.* Mollie developed a tool kit, consisting of educational and simulation materials, to support Keewatin Air staff in strengthening development of competencies for safe neonatal transport. Supervisor: Dr. Ann Noseworthy.

## *Jennifer Sheppard (St. John's, NL)*

*Redevelopment of Nursing Education Groups in a Mental Health Setting.* Jennifer conducted a process evaluation of the RN-Led Patient Education Group Program that exists in an acute care psychiatric unit at a tertiary care setting in Newfoundland, Canada, with recommendation for revisions. Supervisor: Dr. Sandra MacDonald.

## *Tracy Sorensen (Sherwood Park, AB)*

*Process Evaluation for the Implementation of the Hazardous Medication Guideline.* Tracy conducted a critical appraisal of the Hazardous Medication Personal Protective Equipment Guide and List with recommendations for future implementation and evaluation. Supervisor: Dr. Sandra MacDonald.

For further information about any of the projects, please contact Dr. Donna Moralejo, Associate Dean (Graduate Programs) at [MNSON@mun.ca](mailto:MNSON@mun.ca).

# CONTINUING EDUCATION

ARNNL Continuing Education Sessions - Fall 2019  
Tuesdays 1400-1500h (Island Time)

Please check ARNNL's website as dates or times are subject to change.

## September 17

### Maternal-Infant Mental Health: The Relevance of Family Friendly Policies and Support Services

**Dr. Martha Traverso-Yepez** BSc Hons Psychology, PhD,  
Associate Professor - Health Promotion and Social Determinants  
of Health, Division of Community Health and Humanities, Faculty  
of Medicine, Health Sciences Centre

## September 24

### Harm Reduction 101

**Jane Henderson** B.A., B.Ed., M.A., Harm Reduction Consultant  
– Provincial Opioid Dependence Treatment Centre of Excellence,  
Mental Health and Addictions Program, Eastern Health

## October 22

### Quality Assurance Program for Registered Nurses in Newfoundland and Labrador

**Rolanda Lavallee** RN, BN, MN, Nursing Consultant, Policy &  
Practice, ARNNL

## October 29

### Dispensing by Registered Nurses of Newfoundland and Labrador

**Peggy Rauman**, RN, BN, MN, Nursing Consultant, Policy &  
Practice, ARNNL

## November 26

### Cannabis: What Nurses Need to Know in Newfoundland and Labrador

**Michelle Carpenter** RN, BN, MEd., Nursing Consultant, Policy &  
Practice, ARNNL

## December 3

### Providing Culturally Safe Health Care to Indigenous Patients in Newfoundland and Labrador: A Continuing Professional Development Program for Health Care Providers

**Dr. Carolyn Sturge Sparkes** PhD, Coordinator, Aboriginal Health  
Initiative, Faculty of Medicine, Memorial University

**Dr. Heidi Coombs** PhD, Research Associate, Office of  
Professional and Educational Development, Faculty of Medicine,  
Memorial University

Please visit the website for additional details and updates on sessions.

These sessions will be recorded and available online after the event. To access archived education sessions, visit [www.arnnl.ca](http://www.arnnl.ca), under News & Events, Archived Education Sessions.



## HOW TO ATTEND A LIVE SESSION

- Access is provided five minutes prior to start time.
- To view the presentation online go to the ARNNL Website the day of the event and the link will be posted.
- To connect via teleconference: Dial 1-888-780-5892  
When prompted, enter the Participant Passcode: 0834748#  
If you experience technical difficulties while on the teleconference, press \*0 (star-zero)
- All participant lines will be muted during the presentation.

## REGISTRATION

- To register go to [www.arnnl.ca/events-calendar](http://www.arnnl.ca/events-calendar).
- If you need assistance with registration, contact Jennifer Lynch at [jlynch@arnnl.ca](mailto:jlynch@arnnl.ca), 709-753-6075 or 1-800-563-3200.

## Continuing Competence Program (CCP)

Attendance at live teleconference events provides formal continuous learning hours.

Viewing archived teleconference sessions provides self-directed continuous learning hours.



# GOINGS ON

## Opportunity for Input

ARNNL regularly consults with registrants as we develop or revise our documents and conducts surveys on various topics to inform our organizational planning. We are currently seeking your input on:

- **Draft Standards of Practice for Registered Nurses and Nurse Practitioners**

Feedback requested by: September 6th

- **Education Needs Assessment – tell us about your learning needs**

Feedback requested by: September 20th

## Upcoming in Fall 2019

- Virtual Nursing Care Document
- RNs in Management Positions Survey

Visit the new **Opportunity for Input** page on our website ([www.arnnl.ca/opportunity-input](http://www.arnnl.ca/opportunity-input)) for links to our current consultations and information about upcoming surveys.

## External Nursing Research Opportunities

- **Provincial survey on Occupational Stress Injury of a Mental Health Nature**

Survey link: [https://mun.az1.qualtrics.com/jfe/form/SV\\_4GzIj0wiJ83Eod](https://mun.az1.qualtrics.com/jfe/form/SV_4GzIj0wiJ83Eod)

Contact: Joy Maddigan at [jmaddigan@mun.ca](mailto:jmaddigan@mun.ca)

Deadline: August 31st

- **National survey on Occupational Stress Injuries by CFNU**

Survey Link: [https://uregina.eu.qualtrics.com/jfe/form/SV\\_72pvXJGAgCZoOh](https://uregina.eu.qualtrics.com/jfe/form/SV_72pvXJGAgCZoOh)

Deadline: August 31st

## Upcoming in the Fall

- **Asepsis technique in medical-surgical settings**

Contact: Anne Marie Lewis at [anne.marie.lewis@mun.ca](mailto:anne.marie.lewis@mun.ca)

## Call for Nominations

### Nominate an RN or NP for an ARNNL Award for Excellence in Nursing!

The Awards for Excellence have five categories:

- Nursing Practice
- Nursing Education
- Nursing Administration
- Nursing Research
- Elizabeth Summers Novice Nurse Award

Visit <http://www.arnnl.ca/nomination-process> for more information about the awards and how to nominate an RN/NP.

**Nomination Deadline: December 9, 2019**



## Quality of Care NL

Quality of Care NL/Choosing Wisely NL is supporting a project aimed at reducing unnecessary prescribing of anti-reflex medications in otherwise healthy infants. Free resources to facilitate conversations about spitting up with parents will be uploaded to [qcnl.ca](http://qcnl.ca) in the coming weeks.



## OPIOID DEPENDENCE TREATMENT WEBINAR SERIES 2019

### Opioid Use Disorder and Opioid Dependence Treatment

Tuesday, August 27, 2019  
1:30 - 2:30 pm (NDT)

*Access* MAGAZINE

# FEDERAL ELECTION

✓ 2019



*GET INVOLVED*

**CNA'S TOOLKIT:  
ELECTION  
ELECTIONS.CNA-AIIC.CA**



# Human Trafficking

## The basics of what Nurses need to know

International Council of Nurses Supported by the HR Directorate HSE and the Faculty of Nursing and Midwifery, RCSI IRELAND



The International Council of Nurses, a federation of over 130 national nursing associations, endorses the Universal Declaration of Human Rights and believes that all people should be treated humanely with respect and dignity. Nurses play a key role in detecting and protecting victims of human trafficking.

**Types of Human Trafficking**  
**How to recognize Human Trafficking**  
**What to look out for & What to do next**

Visit <https://www.icn.ch> & search Human Trafficking



# NURSES OF NOTE

Congratulations to the four ARNNL Awards for Excellence recipients: Nicole Pitcher, Joanne Butler, Valery Goulding and Heather Drake. Recipients were honoured during the annual Awards Gala held this year in St. John's on June 9.



**NICOLE PITCHER**  
*Award for Excellence in Practice*

Very early in her almost 15 years of nursing practice Nicole noted an interest in wound and ostomy care. This interest led her to furthering her education completing the Nurses Specializing in Wound, Ostomy & Continence Care Program and, most recently, the Masters of Clinical Science – Wound Healing Program from the University of Western Ontario. Nicole is authentically client centered, quick to generate ideas and come up with solutions that meet client needs that are above and beyond. She is a resource to staff, physicians, the province and, most importantly, clients and families living with often life altering complex wounds. She has contributed to evidence-based practice through committee work within her region and at the provincial level. She has developed comprehensive theory and hands-on education training for all staff. Nicole says her job is the perfect mix of client care, supporting staff and leading best practices.



**JOANNE BUTLER**  
*Award for Excellence in Nursing Administration*

Joanne has more than 25 years' experience working in the field of nursing administration and management. Throughout her career, much of her focus has been on advancement of clinical nursing practice. She played a pivotal role in the development of the first Nurse Practitioner and nurse researcher roles for Adult Critical Care in Eastern Health. Joanne has also been involved in the delivery of Hyperbaric Medicine Services, care strategies for clients needing home ventilation and the implementation of numerous *Safer Healthcare Now!* initiatives. Joanne uses her expert knowledge to make practical decisions, for example skill mix in ICU, to ensure safe client care and in the selection of a functional and effective electronic documentation program for all stakeholders. She's been recognized as playing a pivotal role in the orientation for most of the managers that worked in her program over the years. Joanne's office door is always open.



**VALERY GOULDING**  
*Award for Excellence in Nursing Education*

Valery's 30-year nursing career has spanned across all domains of nursing with most of them in long term care. She is noted to be an exceptional educator, role model and coach. Valery stays abreast of current issues in healthcare and in clinical practice, and participates on numerous committees, associations, and volunteer groups. She has co-authored articles and presented on best practices in a variety of areas including e-documentation, wound care and oral hygiene. She is currently the Education and Research ARNNL Councilor, an ARNNL Workplace Representative, and an executive member of the Newfoundland and Labrador Gerontological Nursing Association. Valery takes great pride in sharing her knowledge, skill, and experience with others as evident by the over 14 different evidence-based educational curricula she developed and implemented and the seven post-basic specialty courses she completed.



**HEATHER DRAKE**  
*Elizabeth Summers Novice Nurse Award*

Heather has spent the novice nurse years of her career in Community Health in various communities across the province. Heather's in-depth knowledge is beyond what is expected of a novice nurse in areas such as child development, breast feeding, immunization, and health promotion. She has shown her desire to learn and commitment to her clients. Heather is keenly aware of the needs of her clients including the most vulnerable. She can recognize the client as more than the individual and is cognizant of the determinants of health and their long-term outcomes. For example, she has administered flu shots in many environments, from a vessel sailing to South East Bight to people at the Avalon Mall. She has also driven 112 kilometers for breastfeeding support and walked to a client's home to complete a dressing change. She treats all clients with respect.



## *3M Champion of Infection Prevention and Control-2019*

Merlee Steele-Rodway, RN was recently awarded the 3M Champion of Infection Prevention and Control Award at the 2019 Conjoint International Federation of Infection Control and Infection Prevention and Control Canada (IPAC). Merlee is recognized for her lifetime significant achievement in the profession, especially her longstanding involvement in IPAC as well as her role to ensure IPAC branches into what were once non-traditional IPAC areas such as Construction and Renovation and Medical Device Reprocessing (MDR).

# TRUST NEWS

By: Julie Wells, BSc, MSc, Trust Coordinator

## Call for Applications

Applications are now being accepted for awards in the following categories:

### Continuing Education Awards

- Bursaries for Conferences (up to \$1,000)
- Bursaries for Post Basic Specialty Courses/Certification (up to \$1,000)
- Bursaries for CNA Certification (up to \$500)
- Health Educators Continuing Education Bursary (up to \$750)
- Nancy Llewellyn Pediatric Nursing Bursary (up to \$500)
- NL Gerontological Nurses Association Bursary (up to \$500)

### Bachelor of Nursing Scholarships (\$1,000 each)

- BN (Collaborative) Years 2, 3, 4
- BN (Fast Track) Year 2
- Flo Hillyard Memorial Scholarship (Year 2)

### Post Basic Bachelor of Nursing Scholarships (\$750 - \$1,500)

- BN Post RN Scholarship
- St. Clare's Alumni Association Scholarship

### Graduate Scholarships (\$1,000 - \$2,000)

- ARNNL 50th Anniversary Scholarship
- Masters or PhD Scholarships (Nursing & Non-Nursing)
- Marcella Linehan Scholarship
- NL Nurses Respiratory Society Legacy Scholarship

### Bay St. George Chapter Scholarship (up to \$750)

### RN Re-Entry Scholarship (\$500)

### Nursing Research Awards (up to \$2,500 each)

Criteria and application forms are available at: [www.arannl.ca/trust](http://www.arannl.ca/trust)  
Deadline for applications is **October 15**. Late or incomplete applications **will not** be considered.

## Notice of Special Meeting

Members are invited to attend a special meeting of the Trust to review and approve proposed changes to the constitution. The changes include a new name for the Trust and restructuring of the Board of Directors. For details please visit the Trust website.

**Date: October 18 at 12:30pm (island time)**  
**Place: ARNNL House and via teleconference**  
**Dial in: 1-888-780-5892**  
**Passcode: 1356 054#**

Have questions or comments about the proposed changes? Dial in at 12:00pm (island time) for an information session before the special meeting.

*All practicing members are members of the Trust!*



## Annual Meeting Update

Members of the Trust met on June 12, 2019 for the annual meeting and approved the 2018-19 audited financial statements. Congratulations are extended to the Board of Directors for 2019-20:

- Sara Seymour, President
- Julie Nicholas, President-Elect
- Melvin Layden, Eastern Urban Regional Director
- Anne Blackmore, Central Regional Director
- Erica Hurley, Western Regional Director
- Megan Hudson, Labrador Regional Director
- Vacant, Northern Regional Director
- Brenda Whyatt, Director-at-Large
- Vacant, Director-at-Large
- Vacant, Eastern Rural Regional Director
- Lynn Power, ARNNL Executive Director (non-voting)
- Julie Wells, Coordinator (non-voting)

The Board extends their sincere appreciation to out-going members Tina Edwards and Wayne Smith for their willingness to dedicate their time and expertise to the Trust.

## ARNNL Education & Research Trust 25th Anniversary Scholarship

The Trust is pleased to announce that Paula Kelly has been selected as the recipient of the 2019 ARNNL Education & Research Trust 25th Anniversary Scholarship. This scholarship is awarded by 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!



Paula Kelly

For more information about the scholarship, please visit the CNF website ([www.cnf-ficc.ca](http://www.cnf-ficc.ca)).

# An exciting benefit for you as an Association of Registered Nurses of Newfoundland and Labrador member.

Get preferred rates and coverage  
that fits your needs.



You **save** with  
**preferred**  
**insurance rates.**

## Take advantage of your member benefits.

As an ARNNL member, you have access to the TD Insurance Meloche Monnex program. This means you can get preferred insurance rates on a wide range of home, condo, renter's and car coverage that can be customized for your needs.

For over 65 years, TD Insurance has been helping Canadians find quality insurance solutions.

Feel confident your coverage fits your needs.  
Get a quote now.

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HOME | CONDO | CAR | TRAVEL

► Get a quote and see how much you could save!  
Call **1-866-269-1371**  
or go to **tdinsurance.com/arnnl**





# OPPORTUNITY

## 2020-23 COUNCIL OF THE COLLEGE OF REGISTERED NURSES

### Governing the Future of Nursing in NL

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As of September 1, 2019, the Association of Registered Nurses of Newfoundland and Labrador officially becomes the College of Registered Nurses of Newfoundland and Labrador.

This change will coincide with the regular call for nominations for the 2020-2023 Council postings and provide **an opportunity for Registered Nurses to fill the four available seats on the College Council.**

A call for nominations will be made by the nominations committee in *September at which point* the following positions will officially become open for nominations:

- Regional Councillors:
  - Eastern (Existing)
  - Western (Existing)
- Councillor-at-Large (New)
- Councillor-at-Large (New)

A nominee must be a registered nurse who resides within the province, holds a practicing license in good standing and meets the criteria pursuant to the position. Any current member (practicing, non-practicing, honorary) can nominate an RN.

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Toll Free 1 800 563-3200 (NL only)  
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@arnnlca

ARNNL advances nursing excellence for public protection and optimal health of the Newfoundland and Labrador population.

ARNNL exists so that there will be:

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