

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

CRIME

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

IN THIS ISSUE

- 5 Council Matters
- 19 New Standards of Practice for RNs & NPs
- 17 Accountabilities When Posting on Social Media
- 21 Advertising Nursing Services

Setting the Standard for Nursing Excellence.

Table of Contents

Winter 2020 Issue

| Message from Chair of the College Council | 3 |
|---|----|
| Message from Executive Director | 4 |
| Council Matters | 5 |
| Legislative Briefs | 6 |
| Registration Information | 8 |
| Regulatory Notes | 12 |
| Professional Conduct Review | 14 |
| Continuing Education Sessions – Winter 2020 | 15 |
| Excellence in Nursing Practice | 17 |
| Spotlight: Social Media & Nursing | 22 |
| Trust News | 23 |

COLLEGE COUNCIL

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|------------------------|------------------------------|---------|
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| Stephen Clark | Public Representative | 2018-21 |
| Glyn George | Public Representative | 2018-21 |
| Louise Pinsent Parsons | Public Representative | 2018-21 |
| Lynn Power | Executive Director | |

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Message from the Chair of the College Council

Flaine Warren



Elaine Warren, MN, RN

January signifies many things; a new year, a new start and new beginnings. As 2020 begins, I find myself reflecting on how momentous 2019 has been for all Registered Nurses in Newfoundland and Labrador.

The past twelve months could be defined as the year of change for our organization. Amendments made to the *RN Act* resulted in the Association transitioning to a College, a redesigned and updated look for our organization, and the position of President of the Association being replaced with the position of College Chair.

Serving as the President of this fine organization has always been an honour for me. I would be remiss if I did not recognize the many Registered Nurses who have dedicated their time and energy to leadership roles in ARNNL beginning with the first President, Elizabeth Summers in 1954 and all those who have followed. The individuals who step up and volunteer their time and energy in leadership roles genuinely show a dedication to nursing and are to be commended.

Although my title has changed, my steadfast commitment to our profession remains constant.

As the first ever "Chair of the College of Registered Nurses of Newfoundland and Labrador," I hope to emulate the admirable characteristics of the previous leaders while also ensuring the College is an open and transparent organization. I encourage all RNs to participate in our dialogue session on May 12 and to check the www.crnnl. ca for details leading up to this event.

Our Council will have a robust agenda for 2020 and undoubtedly, many interesting and exciting developments will unfold in the weeks and months ahead with respect to our profession.

As always, I want to show my sincere appreciation to the RNs who not only meet the Standard of Excellence set by the College but make a conscious effort every day to surpass it.

I wish you all the very best for the new year.

Elais Wann

Message from the Executive Director

Lynn Power

Why does CRNNL Exist?

They say that first impressions are made within the first 4 minutes of meeting someone. So, by that standard I have about 4 more paragraphs to impress upon you that the College of Registered Nurses is here to Set the Standard for Nursing Excellence which directly benefits the people of Newfoundland and labrador.

Our public deserve and expect high quality care and services from nurses who are smart critical thinkers, who are skilled and proficient in their roles and who strive each day to live the values of the profession.



Lynn Power, MN, RN

Our goal as the organization embarks on the journey from an Association to a College is to have CRNNL become synonymous with nursing excellence. A view that is held by registrants and the public. One of the most important roles of a College is to set Standards of Practice. In addition to the Standards document, the College also supports excellence in the form of consultations, educational workshops, and through many other guidance documents aimed to support nurses to be the best that they can be. The College also offers timely updates on your registration requirements and regularly circulates imperative information through such mediums as Regulation Matters, Annual Reports and The College Connection publication.

The College aims to support nurses to be the best they can be in all roles and settings which will ultimately provide the best public protection a regulatory body can offer.

A well-functioning College may be relatively invisible to the average person, but we should be front and center for the RN.

Over the coming year we will be launching public campaigns to raise awareness of the role of the College and the Standards of Excellence lived by nurses in this province. Do your part too. Proudly share that you are a RN when you are interacting with your clients. Verbalize the rationale for the services you are providing, show that you are an important member of the team collaborating with others to maximize quality client care. Get involved with a work committee or project that provides opportunities to maximize your scope of practice. Tell people you are a member of a regulated profession (the largest one in both the province and the country). Help the College create and sustain the image of *nursing excellence*. The public deserve it.

Sym Power.

Council Matters

Highlights from October 17th-18th Meeting of the College Council

Committee Appointments:

Krysta Simms to the Appointments Committee
Kelly Barron to the Resolutions Committee
Caroline Porr to the Education Advisory Committee (EAC)
Judith Strickland to the Education Advisory Committee (EAC)
Nicole Snow be reappointed as Chair of the Disciplinary Panel

Ada Roberts to the Disciplinary Panel

In the event of an unexpected vacancy, Jennifer Wells and Kerry Mercer are to be appointed as spares to the Disciplinary Panel until March 31, 2020.

Motions

MOTION:

THAT proposed revisions to all policies that required changes as a result of the recent amendments to the *RN Act* (Association to College, ARNNL to CRNNL, and President/President-Elect to Chair/Vice-Chair) be approved as presented.

CARRIED

MOTION:

THAT Council approve the proposed revisions as presented and any further minor editorial changes identified to the following policies:

Role of Executive Officers: Chair & Vice-Chair, Council Committee Principles, Committee on Nominations, Resolutions Committee, Council Linkage with Other Organizations, Guidelines for Nominations and Election Process.

CARRIED

MOTION:

THAT the Procedure for Electing Chair & Vice-Chair of CRNNL Council be approved in principle with suggested changes and bring back to Council in February.

CARRIED

MOTION:

THAT Council approve amendments to Council Policy using the potential wording presented to Council to make Council aware on an annual basis the ED's plans for emergency succession planning not only for the Executive Director but also for the potential loss of the Director of Professional Conduct Review (DPCR).

CARRIED

MOTION:

THAT Council grant a 5-year approved status to the IEN Bridging/Re-Entry Program offered at the Centre for Nursing Studies.

CARRIED

MOTION:

THAT Council approve the Document: The Standards of Practice for Registered Nurses and Nurse Practitioners that will replace The Standards of Practice for Registered Nurses (2013) and The Standards for Nurse Practitioners Practice in Newfoundland and Labrador (2013).

CARRIED

MOTION:

THAT Council approve the Regulatory document – Advertising Nursing Services (2019) that will replace the previous Advertising Nursing Services (2011) document.

CARRIED

MOTION.

THAT Council approve the College Communications Strategy as presented by the Communications Officer for the year 2020 – 2023 and that this shall supersede all previous communications plans.

CARRIED

MOTION:

THAT Council approve continuing with holding the AGM via provincial webcast on

June 16th, 2020 at 7pm which will be a separate date from the board meeting.

CARRIED

PLEASE NOTE: Resolutions are an important way to raise issues for discussion by colleagues at the AGM and by elected CRNNL Council representatives. Resolutions must be consistent with the RN Act, RN Regulations and CRNNL By-laws. Resolutions may be submitted by mail/fax/email. For guidelines on submission of resolutions, visit www.Crnnl.ca (under "News & Highlights") or contact Michelle Nawfal at (709) 753-6088 or mnawfal@crnnl.ca.

Deadline for submission of resolutions: May 15, 2020.

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 College Council

Amendments to RN Act & RN Regulations

With the amendments to the RN Act and the RN Regulations coming into effect September 1, 2019, the College of Registered Nurses of Newfoundland and Labrador (CRNNL) not only had a name change to reflect its regulatory mandate, but it also saw the repealing of Section 37 of the RN Act requiring a Nurse Practitioner Standards Committee to set the scope and standards for NP practice. This Committee was replaced with a Nurse Practitioner Advisory Committee. It also saw the repealing of Section 14(3) of the RN Regulations which required an NP employed outside of a regional health authority to sign a declaration stating their collaborative physician arrangement. Despite this change, NPs are still expected to consult, collaborate, refer and transfer care as appropriate.

Regulations Amending the Cannabis Regulations (New Classes of Cannabis)

On October 17, 2019, the Cannabis Regulations were updated to establish rules for the legal production and sale of three new classes of cannabis:

- Edible cannabis
- Cannabis extracts
- Cannabis topicals

It will take time before new cannabis products become available for purchase. The public should only expect a limited selection to appear gradually, in physical or online stores. It will take more time before a full range of products are available. Visit www.canada.ca/en/health-canada.for more information.



Legislative Briefs

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Protecting Canadians from Unsafe Drugs Act (Vanessa's Law)

The Protecting Canadians from Unsafe Drugs Act, also known as Vanessa's Law, is intended to increase drug and medical device safety in Canada by strengthening Health Canada's ability to collect information and to take quick and appropriate action when a serious health risk is identified. It will be mandatory for hospitals to report serious adverse drug reactions (ADRs) and medical device incidents (MDIs) to Health Canada, effective December 16, 2019. To find out more on Vanessa's Law, please visit www. patientsafetyinstitute.ca

Plain and Standardized Appearance for Tobacco Packaging and Products

The new plain and standardized appearance for tobacco packaging and products came into force on November 9, 2019. The move includes removing distinctive and attractive features from packaging and products and requiring all packages to be of the same drab brown colour. Only the permitted text may be displayed on the packages, in a standard location, font, colour and size. Cigarette packaging will be standardized to a slide-and-shell format, and the appearance of cigarettes and other tobacco products will be standardized as well. To learn more about this strategy please visit the Health Canada website.

Documents Approved by College Council

In October 2019, the College Council approved:

New Standards of Practice for RNs & NPs Advertising Nursing Services

A Press Conference was held at the College on September 2nd, 2019 to announce the changes to the NP Regulations as a result of recent changes to the RN Act. (From L-R, Executive Director Lynn Power, The Honourable John Haggie, Minister of Health and Community Services, College Chair Elaine Warren.)

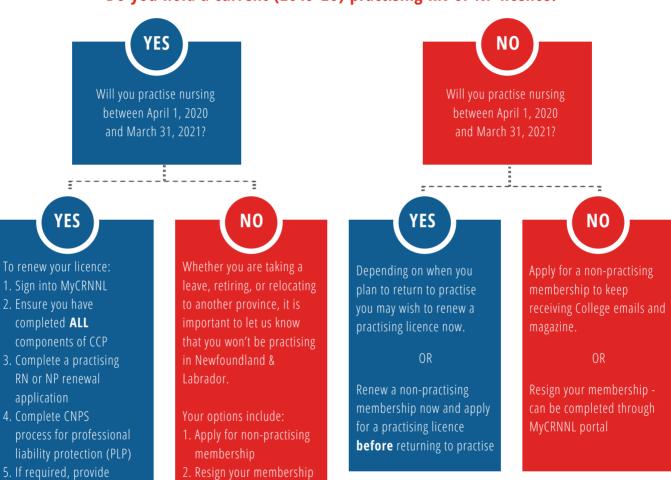


Registration Information

Time to Renew your Licence/Membership

The 2020-21 renewal period will open January 8th. Ensure your email address on file with the College is up to date so you receive important communications and renewal reminders. See the diagram below to assist you to complete your renewal

Do you hold a current (2019-20) practising RN or NP licence?



verification of

April 1

to practice in another jurisdiction within the last 12 months
6. Ensure your licence has been processed **before** commencing work on

Registration Information

Time to Renew your Licence/Membership

Key Reminders

- If registered/licensed to practise in another province, territory or country within the last 12 months, you will be required to provide a verification of registration document from that regulatory authority. Your practising license will not be processed until the verification is received.
- If employed outside an RHA, including self-employment, ensure documentation confirming your hours of practise for the 2019-20 licensure year is forwarded to CRNNL.
- Unauthorized Practice Fee the penalty fee for practising without a licence is \$100.00 per shift
 worked with no maximum amount. Also, an allegation of conduct deserving of sanction will be
 filed in accordance with section 21 of the *Registered Nurses Act (2008)* where a nurse practises
 without a licence for more than three (3) shifts from and including the first shift worked.
 Documentation from the employer verifying the number of shifts practised without a licence
 will be required.
- CRNNL will not process your practising licence until we receive confirmation of successful completion and payment of your professional liability protection (PLP) from the Canadian Nurses Protective Society (CNPS). This is Step 2 in the licensure renewal process.
- You and your employer can confirm your licensure status online via https://crnnl.ca/member-search. You must confirm your licensure status before commencing practise for 2020-21.
- Official receipts for tax purposes are sent electronically to the email address on file. Receipts are sent weekly. You can retrieve current and previous year receipts via https://mycrnnl.ca.

CCP Requirement

The Continuing Competence Program (CCP) is mandatory for all registrants renewing a practising RN and NP license. To renew a licence for the 2020-21 licensure year you must have:

- Completed a self-assessment of your current nursing practise
- Developed & implemented a Learning Plan
- RNs must have identified at least one RN Standard/Indicator
- NPs must have identified at least two NP Standards/Indicators
- Evaluate the Learning Plan and describe how you have applied the learning and the difference it made to your nursing practice.
- Complete at least 14 hours of continuing education; 7 hours must be formal learning.

Ensure you have completed all CCP forms (Self-Assessment, Learning Plan, Evaluation form) and have verification of formal learning hours. When you declare on your renewal application you are declaring you have completed all components and have completed all forms.

Registration Information

Time to Renew your Licence/Membership

Fees

Pre-Authorized Chequing (PAC) Withdrawals for the 2021-22 Renewal Fees

Members have another option to pay their renewal fees with CRNNL's automatic pre-authorized payment plan with withdrawals from their chequing accounts. As CRNNL does not keep your confidential banking information on file, the PAC application IS REQUIRED every year.

You may sign up for this service by completing the Pre-Authorized Debit form at www.crnnl.ca/ pre-authorized-payment. The deadline to sign up for the PAC payment option for 2021-22 fees is June 30, 2020.

If you sign up for this service, the following deductions will take place in 2020 to pre-pay for your 2021-22 fees. The total below DOES NOT INCLUDE the costs of the Canadian Nurses Protective Society (CNPS) services which you will be required to remit directly to CNPS as part of your renewal application.

| Withdrawal Date | RN/NP | Non-Practising | Non-Practising (65+) |
|-----------------|----------|----------------|----------------------|
| (Year 2020) | \$485.66 | \$48.30 | \$34.52 |
| July 15 | \$80.94 | \$8.05 | \$5.75 |
| August 14 | \$80.94 | \$8.05 | \$5.75 |
| September 15 | \$80.94 | \$8.05 | \$5.75 |
| October 15 | \$80.94 | \$8.05 | \$5.75 |
| November 14 | \$80.95 | \$8.05 | \$5.75 |
| December 15 | \$80.95 | \$8.05 | \$5.75 |

CRNNL Fees 2020-21

RN & NP practising license = \$485.66 Non-practising membership = \$48.30 Non-practising (+65) = \$34.52

CNPS Fees 2020-21

RN fee = \$48 (plus HST) NP fee = \$159.50 (plus HST)

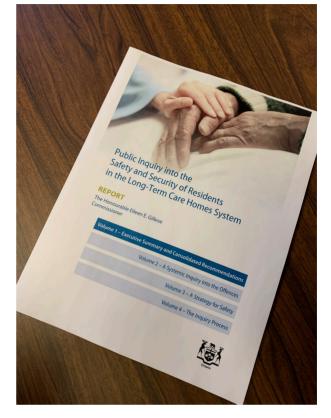
Optional – Supplementary Protection = \$105 (plus HST).

March 1st Administrative Deadline: Registrants renewing a practising license who fail to submit their application by March 1 will automatically be subject to a late fee (\$50 plus HST) that will be added to the licensure fee. The March 1 deadline does not apply to registrants renewing a non-practising membership.

Regulatory Notes

See Something, Say Something - Serial Killings in Health Care

On July 31, 2019 the report, Public Inquiry into the Safety and Security of Long-Term Care Homes System was published in Ontario ("Wettlaufer Report"). The Inquiry was commissioned by the Ontario government following the 2017 conviction of registered nurse, Elizabeth Wettlaufer, for eight counts of murder, four counts of attempted murder, and two counts of aggravated assault. Wettlaufer committed the offences between 2007 and 2016 while working as a registered nurse in a number of long-term care homes in Ontario. She intentionally injected her victims with an overdose of insulin.



The Commission conducted investigations into a number of areas, including, the College of Nurses of Ontario, the regulatory body

governing nurses in Ontario, and the homes and home care agencies that employed Wettlaufer when she committed the offences.

The Commission's recommendations to the College of Nurses of Ontario, included among other things, educating its members "of the possibility that a health care provider could intentionally harm those in their care", and educating members on their reporting obligations to the College under its governing legislation.

Prior to the release of the Wettlaufer Report, the College of Nurses of Ontario, in collaboration with partners in the system, engaged in an extensive literature review to determine whether there were common factors associated with health care serial killers. The College of Nurses of Ontario shared its literature review into health care serial killing and other actions in their follow up to this tragedy in an article, A Regulatory Response to Health Care Serial Killing ("Research"). In accordance with recommendations in the Wettlaufer Report and College of Nurses of Ontario's Research, the purpose of this article is twofold: (i) to educate registrant's that a health care professional may intentionally cause harm to a client, and (ii) to educate registrants of their mandatory "duty to report".

Regulatory Notes

See Something, Say Something - Serial Killings in Health Care

The College of Nurses of Ontario's research provided an overview of health care serial killers from around the world for the past ten years. The Research showed that out of the 12 health care serial killers identified, eight were nurses, and the method of killing for 9 out of 12 serial killers was by administering medication. Seven out of the 12 settings were nursing homes. The convictions for murder/involuntary manslaughter totaled 55 and other related convictions (such as attempted murder, attempted grievous bodily harm, etc.) totaled 58.

In its findings, the College of Nurses of Ontario stated:

In many cases colleagues were suspicious of the killer's behaviour. They either did not bring their concerns forward or their concerns were not acted on.

The concept of "see something, say something" articulated by the College of Nurses of Ontario is, in fact, required by law for registered nurses. Section 20(1) of the *Registered Nurses Act (2008)* (the "Act") sets out the mandatory duty of each registered nurse to report and provides: "A Registered Nurse who has knowledge from direct observation or objective evidence, of conduct deserving of sanction of another registered nurse shall report the known facts to the Director of Professional Conduct Review".

Section 18(c) of the Act defines conduct deserving of sanction to include:

- professional misconduct
- professional incompetence
- conduct unbecoming a registered nurse
- incapacity or unfitness to engage in the practice of nursing; or acting in breach of the Registered Nurses Act, the Registered Nurses Regulations or the Code of Ethics.

Expanded definitions and examples of conduct deserving of sanction are included in CRNNL's By-laws appendices at www.crnnl.ca

A registered nurse's duty to report to CRNNL is separate from any workplace reporting processes an employer may require. As employees, registered nurses and nurse practitioners have internal reporting processes and supports, and as part of reporting to the CRNNL should inform their relevant supervisor. An employer's duty to report is set out in section 20(2) of *the Act*, which provides: "A person or a corporation, partnership or association that terminates or imposes restrictions on the employment of a Registered Nurse based on direct knowledge of the RN's conduct deserving of sanction shall report the known facts to the Director of Professional Conduct Review."

The awareness that a health care provider may intentionally harm a client/patient, while difficult to consider, is important for members to incorporate into professional knowledge. Duty to report, a mandatory accountability of all Registered Nurses is key to ensuring client and patient safety.

For more information regarding conduct deserving of sanction and the Professional Conduct Review process contact the Director of Professional Conduct Review, Michelle Osmond at mosmond@crnnl.ca or 709-753-6181.



Regulated Nurses of Newfoundland and Labrador and non nurse health system professionals,

Throughout the fall of 2019 and early 2020, the Canadian Nurses Association (CNA) board representatives are engaging with nurses in all regulated categories, as well as with others working in health systems who are not nurses. We want to hear ideas, advice and opinions regarding future direction for CNA. In particular, our focus is on membership, brand, programs and services.

During the engagement sessions, you will be able to share your reaction and response to a focused group of questions about what CNA needs to do to build a vibrant, relevant and inclusive national professional nursing association. If you are a nurse, you'll be asked what CNA could do to support your practice. If you are not a nurse, we want to know about your expectations of CNA as a partner in policy and advocacy work.

This session is scheduled in St John's, Newfoundland on January 14, 2020 from 11:30-1:30pm in the Main Auditorium at the Health Sciences Centre, 300 Prince Philip Drive.

For those outside of the metro area, you can still attend via webinar at: https://attendee.gotowebinar.com/register/7577811452256084493.

We hope that you will join us and take part in this important conversation!

Claire Betker CNA President

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.

Allegations Resolved

The Director of Professional Conduct Review resolved two Allegations (dates: August 26, 2019 and October 1, 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.

On September 10, 2019 the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegations included issues of failure to adhere to agency processes related to the storage of narcotic keys and dishonesty in providing an accounting of the issues to the employer. The Registrant was required to complete specified remedial education by November 10, 2019.

On October 11, 2019 the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation included issues of medication administration. The Registrant was required to complete specified remedial education, a reflective paper to include specified content and to meet with a College Nursing Consultant to reflect on the Registrant's learnings.

On October 15, 2019 the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation included issues of adherence to employer policy for the admission and treatment of a client and the performance of a sharp wound debridement without the certification to do so. The Registrant was required to complete specified remedial education, a reflective paper to include specified content and to meet with a College Nursing Consultant to reflect on the Registrant's learnings.

On December 3, 2019 the Director of Professional Conduct Review resolved an Allegation with a Registrant and a Complainant. The Allegation included issues of fitness to practice and documentation errors, including documentation of medication administration. The Registrant's return to nursing practice is subject to CRNNL receiving a medical report confirming the Registrant's fitness to practice and completion of: an independent clinical assessment of the Registrant's nursing competencies, including any recommendations; specified remedial education; and monitoring, inclusive of monitoring reports to the Director of Professional Conduct Review, upon return to practice. Following return to practice, the Registrant's license will be restricted for a period 18 months such that she shall not be placed in charge or the only registered nurse in a facility.

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 CRNNL's website.

Continuing Education Sessions

College Continuing Education Sessions – Winter 2020

Tuesdays 1400-1500h (NST) via Teleconference dial 1-888-780-5892 Passcode 0834748#

| January 14 | CRNNL's Continuing Competence Program |
|-------------|--|
| | Robyn Williamson RN, BN, MN, Regulatory Officer, CRNNL Michelle Carpenter RN, BN, MEd, Nursing Consultant, Policy & Practice, CRNNL |
| January 21 | Perinatal Mental Health: The Role of the Nurse Screening, Support & Referral |
| | 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 |
| January 28 | CRNNL's Standards of Practice for Registered Nurses and Nurse Practitioners |
| | Rolanda Lavallee RN, BN, MN, Nursing Consultant, Policy & Practice, CRNNL Michelle Carpenter RN, BN, MEd, Nursing Consultant, Policy & Practice, CRNNL |
| February 4 | Decision Making and Professional Accountability: A Roadmap for Navigating Dilemmas in Practice |
| | Panel Presenters: |
| | Mollie Butler RN, BScN, MPA, PhD, Regional Director Professional Practice and Indigenous Health, Eastern Health |
| | Chris Kaposy PhD, Associate Professor of Bioethics, Memorial University Faculty of Medicine |
| | Michelle Osmond RN, MS(N), Director of Regulatory Services/Director of Professional Conduct Review, CRNNL |
| | • Simone Pelley MSW, RSW, Private Practitioner in Gander, Chair of NLASW Ethics Committee |
| | • Gerrie Smith B.A., LL.B, Legislative Consultant, Department of Health and Community Services, Government of NL |
| | Moderators |
| | Annette Johns MSW, RSW, Associate Director of Policy and Practice, Newfoundland and Labrador Association of Social Workers |
| | Peggy Rauman RN, BN, MN, Nursing Consultant, Policy & Practice, College of Registered Nurses Newfoundland and Labrador |
| February 11 | The 2019 Newly Revised Community Health Nursing Standards of Practice: What You Need to Know! |
| | Dr. Julia Lukewich RN, PhD, MUN Faculty of Nursing Dr. Cheryl Cusack - CHNC President-Elect |
| | Please note: RNs & NPs unable to attend the live session, can check out achieved content by visiting our YouTube page. www.YouTube.com Search CRNNL |

Continuing Education Sessions

College Continuing Education Sessions – Winter 2020

Tuesdays 1400-1500h (NST) via Teleconference dial 1-888-780-5892 Passcode 0834748#

| February 18 | Public Health Legislation and Duty to Report |
|-------------|---|
| , | • Miranda O'Driscoll BN, RN CCHN(C), Provincial Disease Control, Registered Nurse Specialist, Department of Health and Community Services |
| | • Janice Fitzgerald MD, MPH, Regional Medical Officer of Health, Department of Health |
| | and Community Services |
| | Alison Tucker, Public Health Sr. Manager, Department of Health and Community |
| - 1 | Services |
| February 25 | SaferMedsNL: Deprescribing Sedatives for Primary Insomnia |
| | Kelda Newport B.Sc.(Pharm), R.Ph., Project Coordinator, SaferMedNL, School of Pharmacy, Memorial University |
| March 3 | The Brain Story: How Early Childhood Experience Impact Brain Development and Potential Risk for Mental Health and Addictions |
| | Debbie Curtis BSW, RSW, MBA, Co-Chair of the NL Brain Story Network, Mental Health and Addictions Consultant, Department of Health and Community Services |
| March 31 | Advanced Foot Care Nurses' Practice Environment and Perceptions of Barriers and Facilitators to Foot Care: A Pan- Canadian Study |
| | Jennifer Densmore MN, BN, RN, Nurse Educator, Centre for Nursing Studies Kathleen Stevens RN, PhD (c), Assistant Professor, MUN Faculty of Nursing |
| April 7 | Creating Awareness & Understanding of Sexual Exploitation in the NL Context |
| | Melendy Brace, Certified Peer Support Worker and Person with Lived Experience |
| April 21 | Exploring the Preference of Registered Nurses for Casual Employment in NL |
| | Michelle Earle-Crane MN, BN, RN, Faculty, Centre for Nursing Studies |
| | Andrea Barron MN, RN, CCNE, Faculty, Centre for Nursing Studies |
| | Peggy Colbourne MN, RN, CCNE, Director, Western Regional School of Nursing |
| | Dawn Pittman PhD(c), RN, Faculty, Western Regional School of Nursing |
| May 12 | Conversation with The College Chair |
| , | • Elaine Warren RN, BN, MN, Vice President, Clinical Services, Eastern Health |
| | |
| | |

HOW TO REGISTER - ATTEND A LIVE SESSION

Follow the instructions on the "Events Calendar" page at www.crnnl.ca
If you have any questions or need assistance please email Jennifer at: jlynch@crnnl.ca
To connect via teleconference: Dial 1-888-780-5892 and enter
participant passcode: 0834748#

Accountabilities When Posting on Social Media

The following scenario demonstrates your accountabilities when posting on social media and when you think a colleague is unable to provide safe care.



Scenario

Susan, a nurse, is scrolling though Facebook when she sees a post by her friend Maggie, who is also a nurse, has just posted.

"Partying all night, let's hope today is a quiet day at work"

Susan knows Maggie is an excellent nurse, but, worried about her friend and knowing she should speak up for patients, Susan decides to say something to Maggie.

A Difficult Conversation

Susan sends Maggie a private message. Susan tells her she wants the best for her and is concerned about the impact her social media post may have on their professional reputation and any potential risk to client care

Susan points out that Maggie's post might cause someone to think that they will not receive quality care from a nurse, which could lead to them mistrusting nurses. It is important for all patients to have trust in nurses and the nursing profession so that nurses can maintain the therapeutic nurse-client relationship. Trust is at the heart of nursing.

Maggie reflects on Susan's words. She knows her friend is right. Maggie deletes the Facebook post. Maggie thinks about how, when she wrote the post, she did not consider how it might impact the public's trust in the profession and pose a risk to client safety. Maggie realizes the importance of



reflecting before posting on social media and makes a commitment to do so before her next post.

Meeting the Standards

When Susan spoke to Maggie, she was professional and treated her with respect. All nurses must communicate effectively and respectfully with other team members to promote the delivery of safe, competent and ethical nursing care, including on social media (Standard 4, 4.3). She was also acting as an advocate for patients, and for nurses. All nurses have an accountability to maintain public confidence in the nursing profession through the demonstration of a professional presence and modeling of professional behavior (Standard 3, 3.1).





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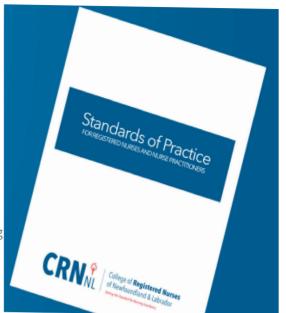
Setting the Standard for Nursing Excellence

New Standards of Practice for RNs & NPs

CRNNL Council approved the document: **Standards of Practice for Registered Nurses and Nurse Practitioners.**

This document will replace the 2013 Standards of Practice for Registered Nurses and the Standards for Nurse Practitioners.

Standards are broad, authoritative, principle-based statements that articulate conduct or performance expected of registered nurses and nurse practitioners. The primary purpose of standards is to describe the minimal level of performance expected of registered nurses and nurse practitioners (including interim licence holders) in their practice, against which actual performance can be measured. All registered nurses and nurse practitioners are responsible for understanding the Standards and applying them to their practice. The Standards are interrelated and intended to be dynamic to describe safe, competent, compassionate and ethical expectations across all settings and domains.



The new document has combined the registered nurse and nurse practitioner standards. Standards 1-4 apply to both registered nurses and nurse practitioners and Standards 5-7 apply specifically to nurse practitioners as they reflect the advanced competencies of the nurse practitioner role. Standard 4 is changed from "Public Trust" to "Professional Relationships and Leadership". It reflects the current role and identity of registered nurses and nurse practitioners.

The Standards also contain indicators which reflect nurse practitioner prescribing authority for Controlled Drugs and Substances. In addition, Family All Ages (F/AA) nurse practitioners can now order these diagnostic tests when indicated (i.e., CT, MRI & PET scan). Previously F/AA nurse practitioners had to consult with their collaborating physician prior to ordering these diagnostic tests. In addition, the terminology defining streams of nurse practitioner practice has been changed to categories of nurse practitioner practice to reflect the terminology in the *RN Act* and *RN Regulations*.

CRNNL would like to thank all registered nurses and nurse practitioners who took time to provide feedback on the Standards of Practice for Registered Nurses and Nurse Practitioners.

Vital Information

NP Regulation

From December 2018 to June 2019, the Nurse Practitioner Regulation Practices Project (NPRPP) national working group drafted a report containing recommendations on six elements for a model of future NP regulation. The recommendations underwent internal consultation with the national nursing regulatory bodies and external consultation with stakeholders both provincially and nationally. The Canadian Council of Registered Nurse Regulators (CCRNR) Board viewed the Report at its meeting on Wednesday, September 4, 2019. The CCRNR Board is revisiting the report in December 2019 and will review a draft implementation plan for prioritization of next steps for 2020.

CRNNL Continuing Competence Program

From February 2018 to January 2019, an external consultant conducted an evaluation of CRNNL's Continuing Competence Program (CCP). Nine focus groups with 59 participants and 1016 registrant responses to a survey provided valuable feedback on the current CCP program. Relevant feedback is currently being incorporated to create a new and improved CRNNL Continuing Competence Program. Education is anticipated to begin in the Spring of 2020 on the new program. Stay tuned for future details on education sessions for the new and improved program. The new program is anticipated to be implemented for the 2021-2022 licensure year.

Awards of Excellence

If you know of an RN or NP who exceeds the standards of excellence, nominate them for CRNNL's Awards of Excellence in Nursing.

Nomination deadline is extended to March 31, 2020.

The Awards of Excellence have five categories:

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

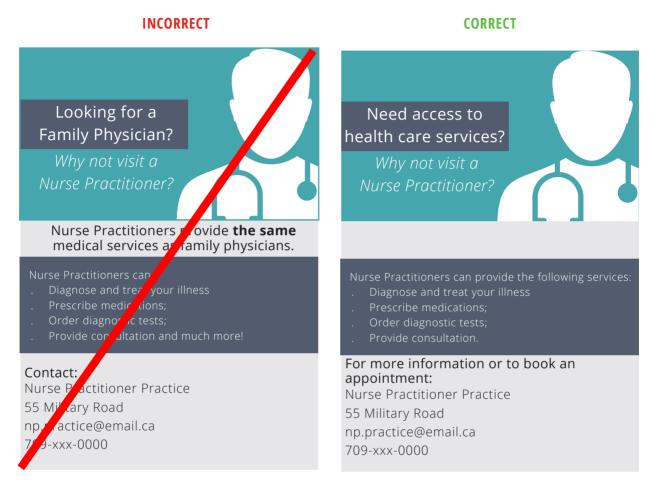
Visit CRNNL.ca to nominate an RN or NP today

Deadline for Survey of RNs in Management Positions Extended to January 17th, 2020.

The results of this survey provide valuable data to CRNNL and other stakeholders. If you are in a management position and have not yet completed the survey, we encourage you to participate in this important data collection process. If you know of a manager, including those who are not RNs, who did not receive an invitation to participate, please contact Julie Wells at jwells@crnnl.ca.



Advertising Nursing Services



Nursing services *must* be advertised in a manner that is in the best interest of the public (consumers) ensuring that only accurate, factual, and verifiable information is provided. Advertisements also must not distract from the integrity and dignity of the nursing profession (CRNNS, 2017).

The first advertisement is considered misleading and deceptive as it includes claims about NPs having the same scope of practice as family physicians. Nurse practitioners are registered nurses with advanced educational preparation and experience which enables them to autonomously diagnose, treat, and manage acute and chronic physical and mental illnesses. As advanced practice nurses, they use their in-depth nursing and clinical knowledge to analyze, synthesize, and apply evidence to make decisions about their client's health care. However, they do not have the same scope of practice as a family physician. This advertisement may be corrected by removing the phrase Looking for a family physician? and instead state the services that a nurse practitioner can provide.

For more information on advertising nursing services, check out the newly approved Advertising Nursing Services in the Document Library at www.crnnl.ca

Spotlight: Social Media & Nursing

Created by 4th Year Nursing Students Anna Dwyer, Sara Quann & Julia Sweeney

USE OF SOCIAL MEDIA IN NURSING SCHOOL



of third and fourth year nursing students surveyed **do not** consider their influence as a healthcare professional every time they post on social media.





of third and fourth year nursing students surveyed stated that they use social media **every day**.

Inappropriate Use of Social Media Can Result in...



Breaches in patient privacy



Delivery of poor quality information to the public



Legal and professional licensing repercussions



Violating the nurse-patient boundary

PUBLIC TRUST

The public perception of nurses can affect public trust. Public trust occurs when nurses exercise judgment and practice according to the needs of their client. Public trust needs to be protected as it is slowly built and quickly torn down.



THINGS TO CONSIDER WHEN POSTING ON SOCIAL MEDIA

Read and double check posts prior to publishing Consider the effect your post could have on the nurse-patient relationship

Understand the permanency of social media



All Registered Nurses should uphold the CRNNL Standards of Practice, the Canadian Nurses Association Code of Ethics, and their employer policies. It is important that nurses familiarize themselves with these regulatory requirements and demonstrate professionalism in order to maintain public trust.

Trust News



Congratulations Award Recipients!

The Trust held ceremonies in Corner Brook and St. John's on December 6th to present recipients with their awards. To date a total of 80 scholarships and bursaries have been awarded for the 2019-20 competition year, including:

- 11 scholarships to basic nursing students;
- 10 scholarships to nurses studying in Master's and Doctoral programs;
- 59 awards and bursaries to RNs participating in continuing education events.

Thank you to CRNNL members for their \$10 membership fee and to our generous supporters - Health Archives and Museum Board of NL, the Young and Llewellyn families, the Penney and McCallum families, NL Gerontological Nurses Association, St. Clare's Alumni Association, NL Nurses Respiratory Society, Bay St. George Chapter, and two past presidents of the Trust - Violet Ruelokke and Marcella Linehan!

If you attended the awards ceremony in St. John's and would like a copy of your picture, please contact the Trust at trust@crnnl.ca

Call for Applications

Special Funding Competition

A special funding competition for awards that were not distributed in the 2019-20 will be held in January. Applications will be accepted for the following:

- ARNNL 50th Anniversary Scholarship
- NL Nurses Respiratory Society Legacy Scholarship
- Health Educators Bursary
- Nancy Llewellyn Pediatric Nursing Bursary
- RN Re-Entry Scholarship
- · Nursing Research Awards

The deadline for receipt of applications for the Special Funding Competition is **February 15, 2020**.

Spring Funding Competition

The spring competition for **Continuing Education Bursaries** will accept applications for CE activities (post-basic specialty courses, conferences and CNA certification) that occur between *January and June* 2020.

The deadline for receipt of applications for the Spring Competition is **April 15**, **2020**.

Visit the Trust website for details: www.crnnl.ca/trust

Applications for the **Canadian Nurses Foundation** scholarships and Research Grants are accepted until **February 13, 2020**. Visit http://cnf.fiic.ca/ for details.

For information about the **Carolyn Churchill Scholarship** which supports a new nursing graduate to be part of a **Team Broken Earth** humanitarian mission, please contact Chris Bonnell, Executive Director, Team Broken Earth at chris@brokenearth.ca.



Trust Awards Ceremony, St. John's



Trust Awards Ceremony, Corner Brook

College Council ELECTION



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

Councillor-At-Large Candidates (2020-2023)

- **Jennifer Bull,** RN, Clinical Nurse Manager (med-surg/Obs), Acute Care, Labrador-Grenfell Health
- Ashley Dinn, RN, Program Manager of Telehealth and Registry Integrity Unit, Telehealth and Client Registry, NL Centre for Health Information
- Heather Drake, RN, Community Health/Public Health/Emergency, Labrador-Grenfell Health
- Kimberley Legge, RN, Director of Clinical and Client Services -Canadian Operations, Telepractice, Fonemed North America
- Tonya Ryan, RN, Emergency Department Manager, Acute Care, Central Health

Regional Nursing Councillor Candidates for Eastern Region (2020-2023):

- **Cindy Fitzgerald**, RN, Ambulatory Care Outpatient Clinics, Eastern Health
- **Jessica Hammond,** RN, Registered Research Nurse Coordinator, HSC Medical Research Department, Eastern Health
- Patricia Rodgers, RN, Teacher/Consultant, Mental Health First Aid, The Gathering Place

Regional Nursing Councillor Candidates for Western Region (2020-2023):

- Marie Budden, RN, Parent Child Health Coordinator/Regional Community Health Nurse Consultant, Population Health, Western Health
- **Donna Luther,** RN, COI Team Leader, Telehealth, Fonemed

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info@CRNNL.ca

CRNNL.CA

The College of Registered Nurses Sets the Standard for Nursing Excellence in Newfoundland & Labrador

CRNNL exists so that there will be:

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