

The  
**COLLEGE**  
**CONNECTION**

JANUARY EDITION - 2022  
The Magazine of the College of Registered Nurses  
of Newfoundland & Labrador

THE ROLE OF A REGULATOR



THE  
**EVOLUTION** OF OUR  
**ORGANIZATION**

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Setting the Standard for **Nursing Excellence.**

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# Address from the Chair

Tracy MacDonald

## *“Privilege....It’s Just That Simple”*

The privilege to use these two words...**Registered Nurse**. This is something I urge each of you to pause and sincerely reflect on.

Recently, I went through some older files in my office and came across items from my nursing undergrad days and when I started out in my career. Out of the entire collection, a small, mint-green piece of paper caught my eye and although I knew what it was, I looked at the paper much more intently than I had in the past. It was my very first licence as an RN in my home province of Newfoundland and Labrador.



*Chair of College Council  
Tracy MacDonald*

I recall attending a nursing function as a young RN in Nova Scotia when the then Director of Nursing addressed the 100-plus group of students. Holding up a small piece of mint-green paper, she asked those gathered what it meant. If I am being honest, in those early years, (although I knew it was significant,) I never fully appreciated what she was saying and I know some of those reading this message may feel the same today. Since joining the College Council in 2015 the one question I hear most often from RNs and NPs is: **“What does the College do for me?”**

While it meant many things to many RNs, I remember her placing an overwhelming emphasis on one word, privilege and here was I, years later, holding my own piece of paper and that sense of meaning and privilege was not lost on me for a second.

The answer is actually quite simple, the College sets the standard of nursing excellence and provides each of us the privilege to practise as an RN and the privilege to refer to ourselves as an RN or NP. I have learned so much during my time as a member of the College Council but some of the most valuable has been the knowledge and awareness of nursing regulation and overall mandate of the College.

RNs are a self-regulated profession and each of us is very aware of just how dangerous it can be when an RN does not practise professionally or practises without meeting the standard. To hold a licence such as ours is an incredibly heavy responsibility that only a select few are capable of holding. The College exists to ensure you, as an RN or NP, meets that standard of excellence and we should take pride that regulation is part of what makes our profession one of, if not the most, respected health care professions in the world.

The clarity around nursing self-regulation will forge the continuous evolution of the Registered Nurse and our mandate, setting the standard for nursing excellence in the interest of the public. I would think that is something to be incredibly proud of and I am extremely proud to say I am a Registered Nurse and know exactly what that means today.

A handwritten signature in purple ink that reads "Tracy MacDonald".

# From the Desk of the Executive Director

Lynn Power

Once the signs of organizational evolution are detected, it affords those who lead an opportunity to hold a mirror up to the organization, reflect on the past, analyze the present, and embrace change and progress for the future. As simplistic as this may seem, such reflection can sometimes result in the discovery of an uncomfortable reality.

On our evolutionary journey these past few years, the College has found one such reality rooted in the lack of awareness and knowledge surrounding the regulator and the imperative role it plays. To ensure we fulfill our duty to RNs, NPs, and most importantly, to the public, it is incumbent that the College take action to raise attention and awareness about regulation in order to properly progress and evolve as an organization.

The cover story of this publication offers the readers two parts: (I) a clear and concise answer to the question “what is a regulator?” and details the role regulation plays in your professional life; (II) illustrates the evolution of our organization from beginning to present and how we, like the nursing profession itself, has grown and evolved.

Many RNs and NPs in our province have practised their entire professional lives accustomed to an organization which was both regulatory and advocacy in nature and are now seeing change by way of separate, independent organizations and groups with more distinct and clearly defined roles and mandates on a provincial, national and global scale.

Change of this nature is not a new phenomenon (as you will read later in this issue) and ought not to be looked upon negatively as a loss or an erosion. It is definitive evolution, an entity developed and diversified from an earlier form, often resulting in a stronger, more resilient body. Organizational evolution such as ours is healthy, natural, and results in independent organizations gaining a greater perspective on their mandates and a clearer focus on who they represent. For the College, that mandate is to ensure the standards of practice for RNs and NPs are established and the profession is regulated by checks and balances for which the public have come to know and rely upon.

Regulation is a part of the fabric of society and when done well, may go unnoticed by the public, but should never go unnoticed by the regulated professional. Effective standards (checks and balances by regulators) are something all members of society rely upon in practically every setting of everyday.

*You have confidence when an accountant manages your pension funds, that your life savings will not be used inappropriately and will be there when you need it. This is because the accountant is professional and adheres to professional standards set by their regulator.*

*You and your family have confidence when driving over a bridge, you will do so safely and without injury because the engineers and architects involved in the construction and design of the bridge are professionals and adhere to professional standards set by their regulator.*

*And when the time comes that you or your loved ones are in receipt of services or care from an RN or NP, you have confidence and trust that you or your loved one will be treated with quality care because that RN or NP is a professional and adheres to professional standards set by their regulator, The College of Registered Nurses of NL.*

As you read this address, take pride that you are the individual who has met this standard and by maintaining it each day you practise, you are providing trust and confidence to countless individuals who depend on it.

I will always be proud to be a Registered Nurse, but I am equally as proud to have the privilege of leading the College of Registered Nurses of Newfoundland and Labrador, the regulator that sets the professional standards which are the backbone of dependable, competent practice for RNs and NPs in our province. Newfoundlanders and Labradorians deserve nothing less.



Executive Director  
Lynn Power

*Lynn Power.*

# Council Matters

## Highlights from the Most Recent Meeting of the College Council

The Council of the College of Registered Nurses held a meeting on October 14, 2021. The following are some of the highlights from that meeting:

- With the decision by CNA to move to individual memberships, the College Council approved the change of the By-laws which has resulted in a fee change outlined on page 6.
- A motion was made to explore future relationships with the other health regulators to find ways of greater collaboration, joint ventures and enhanced operational efficiency. Council requested the Executive Director begin preliminary work on the matter.
- Council accepted the IEN Bridging/Re - Entry Program's Annual Report which showcased success in preparing students to meet the entry-level competencies and highlighted several achievements and initiatives. An annual report from nursing education programs ensures the program continues to meet the regulatory mandate. The program received a 5-year approved status in October 2019.
- The College of Registered Nurses of NL joined with the College of Licenced Practical Nurses of NL for a joint education session on best practices in governance.
- The College has published two new FAQ documents related to immunizations: RNs providing Flu Vaccines in a Community Pharmacy and Provincial Covid-19 Regulations and Mandatory Vaccination requirements. This FAQs aims to ensure you are aware of regulatory requirements related to these topics. The FAQs can be found on the crnnl.ca website under Practice Topics, Immunizations.

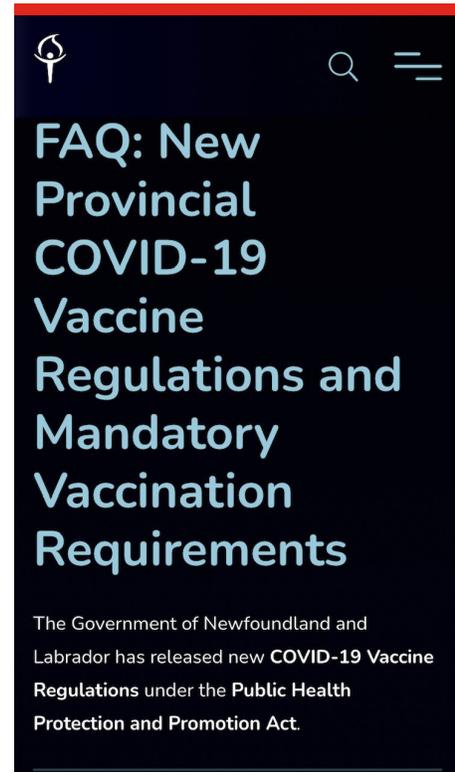


**SAVE THE DATE:**

*The College will hold  
it's **Annual General Meeting 2022***

**June 8th from 6pm – 8pm (NST).**

*Details will be published in the coming months  
about this virtual event.*



**FAQ: New Provincial COVID-19 Vaccine Regulations and Mandatory Vaccination Requirements**

The Government of Newfoundland and Labrador has released new **COVID-19 Vaccine Regulations** under the **Public Health Protection and Promotion Act**.

FAQ documents (shown above and below) can be found at [crnnl.ca](http://crnnl.ca)



**FAQ: Providing Influenza Vaccines in a Community Pharmacy**

With the Flu season upon us, the College is receiving an increasing number of calls from registrants inquiring whether they can provide the Flu vaccine outside a Regional Health Authority (RHA), including community pharmacies.

# Renewal 2022-23

## Legal Requirements Related to Licensure Renewal

### 2022-23

The 2022-23 licensure/membership renewal application is now open! Ensure your email address on file with the College is up to date so you receive renewal reminders and other key communications. You can update your contact information 24/7 via the 'Update your profile' option within MyCRNNL.

As communicated in the Fall issue of The College Connection, the licensure fee for 2022-23 is decreased by \$73.19 as a result of changes in the Canadian Nurses Association (CNA) membership structure. Registrants who wish to become a member of CNA should visit the CNA website for information on how to become a member.

### Fees

2022-2023 Practicing licence fee	College Fee (paid to College)	CNPS Fee (paid to CNPS )	Total Fee
Registered Nurse	\$412.47	\$68.00 + HST Increased by \$20.00	\$490.67
Nurse Practitioner	\$412.47	\$159.50 +HST No change from previous year	\$595.90

### What's New?

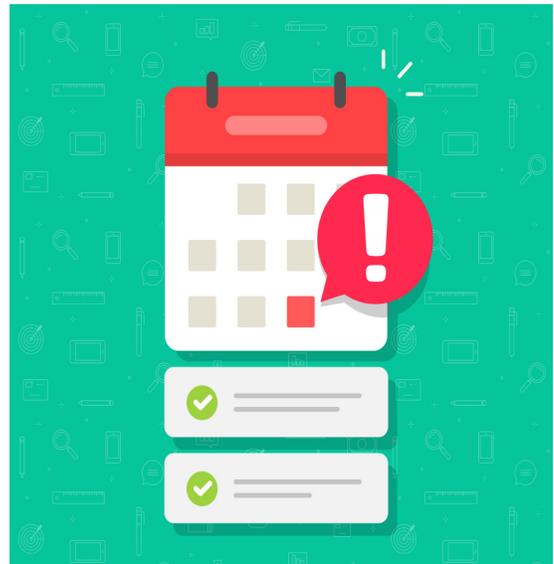
Beginning in the new licensure year the College is required to display additional registrant information to the public through our online member search; including employer information, initial registration date, former name, and other jurisdictions where licensed. Additionally, disciplinary findings will be linked directly to the member display.

With the launch of the revised CCP program for 2022-23, the College will no longer issue a 90-day conditional licence to registrants who declare they have not completed CCP. Registrants must have completed all CCP requirements before a practicing licence will be issued.

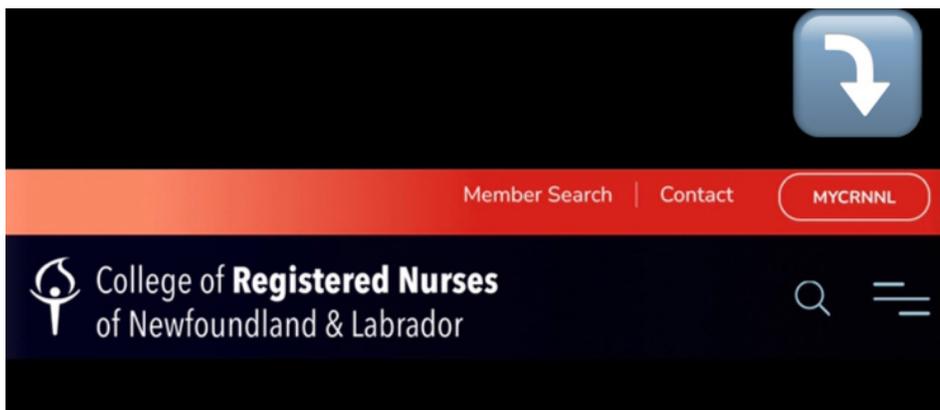
# Renewal 2022-23

## Legal Requirements Related to Licensure Renewal

- March 1 Administrative Deadline - Registrants renewing a practicing licence 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-practicing membership.
- If registered/licensed to practise in another province, territory or country within the last 12 months, you are required to provide a verification of registration document from that regulatory authority. Your practicing licence will not be processed until the verification is received. Request this document early as processing times may take up to 6-8 weeks in some jurisdictions.
- The College will not process your practicing 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. Visit <https://cnps.ca/> for information on program and services, including information on the CNPS Supplementary Protection program.
- 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 RN Act 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.



Visit [CRNNL.ca](https://crnnl.ca) and hit the MYCRNNL button (below) to renew



# Self-Profile

## Profiling an RN on College Council

*The College of Registered Nurses is governed by a Council that is comprised of 14 individuals. As a self-regulated body, there are 10 Registered Nurses and four members of the public. This is a profile of a Registered Nurse who sits on the College Council.*

### **Let's begin by introducing yourself to the readers and providing them with a brief synopsis of your background.**

My name is Pat (Patricia) Rodgers. I began my career as a graduate of the General Hospital School of Nursing in 1977. I went to work in a place I coveted as a Nursing student, ICU at the General Hospital. I worked there for 5 years.

In 1982, I became Educator for Critical Care which included CCU, ICU and Recovery. I then did my Bachelor of Vocational/Adult Education to help me learn how to teach adults effectively. When I started as Educator, we had a 6 bed CCU and an 11 bed ICU. When I retired in 2016, Recovery had become another educator's responsibility and Critical Care was now an 8 bed CVICU, a 14 bed ICU and a 12 bed CCU of Eastern Health. From 40 nurses to 160 nurses in Critical Care.

The things I have learned and been a part of are too many to describe. What an awesome career I've had and what wonderful Registered Nurses have been a part of that journey!



*Pat (Patricia) Rodgers, College Councillor Eastern Region*

### **Briefly describe your role with the College of Registered Nurses.**

My role on Council is to uphold the Legislative responsibilities that are related to the Registered Nurses Act and to help in the decisions to shape the profession by setting standards of practise, initiate advances in practise and all while ensuring the public is protected in this process. We have come a long way since I became involved in what was ARNN in 1985.

### **What does the future of regulation look like?**

I believe we will need to work hard to maintain and protect our self-regulation. We need to be vigilant and stand tall. We can never take for granted the privilege of self-regulation that we were granted 70 years ago. It can be taken as easily as it was granted. We cannot lose sight of who we are and where we have come from as Registered Nurses.

# Vital Information

## Trending Topics in #NLNursing

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### A New Email Connection to Practice

The College will be launching a new email address **practice@CRNNL.ca**. This email will be used to keep you informed and distribute information relevant to your nursing practice. Our goal is to streamline the distribution of information from the College and allow you to recognize that when you see this email address in your inbox that the College Nursing Consultants (Practice Portfolio) are sending information relevant to practice. The information may be specific from the practice group, or it may be information being shared on behalf of external groups, e.g., Chief Medical Officer of Health, Quality Care NL, Mental Health and Addictions, Provincial Laboratory Notifications, etc.

### Scope of Practice Consultation Process

The College is currently seeking input on its draft Scope of Practice Document. You may have received an email with an invite to participate in the consultation process through a brief survey. However, we are trying something new to help increase participation in providing valuable feedback on a document that will help you answer the question Am I allowed to do that? If you go to the College's website and scroll down to What's Trending and click on Resources, you will find the ability to complete the survey directly on the website. We encourage you to try this new way of getting engaged with the College.

### Two Key Documents in Self-Employment Practice Settings

If you are thinking about starting your own nursing business, then you should review two key documents on the College's website under Practice Resources: Self-Employment for RNs and NPs and Advertising Nursing Services. After you have reviewed this material, feel free to give us a call to explore practice expectations when engaging in self-employment or contract work.

### New Website

You may have noticed that the College has updated and modernized its website! The new website is your one-stop-shop for all things regulation. On the landing page, in the upper right corner, you can click the three horizontal lines to access the menu. Under the Practice tab you will find three categories of information, Practice Resources, Practice Consultation, and Continuing Competency. So, if you are thinking about engaging in virtual nursing practice, for example, you click on practice resources, then practice topics and they are all listed in alphabetical order. Click on your subject, and all documents, teleconferences, external resources related to that topic are there! You can also use the magnifying glass, also in the upper right corner, to search the name of topic you want more information about. Once you have read through or watched those resources, if you still have questions, simply click on the contact tab, and connect with a Nursing Practice Consultant. Take a few minutes and have a look around the website, use the icon to get back to the home page!

### Special Interest Groups

Special Interest Groups are reminded that the College provides an annual amount of \$500 to support Special Interest Groups to promote evidence-informed practice in their area of specialty. The deadline for applications is February 15th. Please visit the College's website for the application and for more information.

### Calls for Involvement

We need your expertise! Each Tuesday from September to May, the College uses the Zoom platform to host virtual education sessions for registrant's, health care professionals, and other health related groups. These virtual education sessions are meant to relay important information on trending topics, evolving roles, new research, and continuing education. Think about how you can contribute to the knowledge base and reach out to the College to schedule your presentation.

### CCP Audit

Three hundred registrants will be randomly selected to participate in the upcoming 2022 Continuing Competency Program Audit. If selected, you will receive correspondence from the College in the first week of May indicating the CCP documents you are required to submit from the past year (April 1, 2021 to March 31, 2022).

# Vital Information

## Trending Topics in #HealthRegulation

### Raising Awareness of Health Regulation

Awareness surrounding health care regulation should not only be considered *vital information* for those who practise, but it is especially important for those who it is designed to protect... the public! As 2022 begins, RNs and NPs can expect to see an increased presence from the College in all forms of media. These efforts are meant to educate and promote the value of regulation and how it impacts the health care all Newfoundlanders and Labradorians receive. The following are some of the media appearances and interviews that took place since the last issue of the College Connection.

College Executive Director Lynn Power appeared as a guest (along with fellow RN Charlene Brophy) on the program **Out of the Fog** which aired on November 30th, 2021. The guest-host was **June Tavenor** (also an RN) where Lynn was able to use the platform to discuss regulation, the mandate of the College and our role in health care. To view this previously aired program visit the CollegeofRegisteredNursesofNL Facebook page or the Rogers TV YouTube channel: [youtube.com/c/ROGERStvofficial/videos](https://youtube.com/c/ROGERStvofficial/videos)



Lynn Power with guest-host June Tavenor on set at RogersTV for **Out of the Fog**



Lynn Power with host Jesse Stirling on set at NTV for **Meetings With Remarkable People**

Also in November, College Executive Director Lynn Power was an invited guest on the NTV program **Meetings With Remarkable People** with host **Jesse Stirling**. This episode will air in 2022 and notice will be published on the College's social media platforms. Meetings with Remarkable People airs at 11:30am (NST) Sundays on NTV.

# The Role of a Regulator

## Part I

The College of Registered Nurses of Newfoundland and Labrador is the regulator of RNs and NPs in our province. The objective of this issue's cover story is two-parts. Part I is to impress upon the reader the important role that the regulator plays in our society. Part II will address how the mandates of the regulator, the union, and the association, while important individually, are very different and are often times misunderstood by RNs, NPs, and the public.

*There are multiple groups in NL that involve RNs and NPs, comparing these groups is like comparing apples to oranges.*



Regulation is easily defined: *the act of regulating; to govern or direct according to rule.*

For RNs and NPs, the College (as the regulator) is responsible for governing and directing the profession in accordance with the rules it establishes. These rules are established in accordance with the authority in *the Registered Nurses Act, 2008 (the Act)*.

### **Mandate**

A regulator such as the College has one primary purpose - to protect the public. This is evident from looking at the College's objects, which are in the interest of the public of the province:

- To advance and promote the ethical and professional standards of the nursing profession.
- To promote proficiency and competency in the nursing profession; and
- To encourage its members to participate in activities promoting the health and well-being of the public.

### **Function**

Regulators achieve their mandate through two primary functions. As the gatekeeper to a profession, a regulator has the authority to license individuals and discipline licensees.

By setting requirements that must be met to become a member of a regulated profession, the regulator ensures that only those individuals who have the required character, competence and skill can be licensed. This is directly aimed at protecting the public. The second function of a regulator, disciplining licensees, is aimed at ensuring licensees continue to meet the expected standards of the profession. The fundamental purpose of the discipline of licensees is to protect the public from acts of professional misconduct.

# The Role of a Regulator

## Part I

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### Differences with other organizations

The common misconception among RNs, NPs, and the public is rooted in the role played by the regulator, the union, and the association and this will also be highlighted in Part II. Make no mistake, each of these entities serve immensely important functions within the nursing profession but they have very different mandates.

As discussed, the regulator is responsible for setting the standard of excellence that each RN/NP must meet, education approval, issuing annual licences and acting as the disciplinary body for the profession.

An association is, typically, a group comprised of voluntary membership with the goal of advocating purely for a profession. An association will represent its membership by lobbying stakeholders for, among other things, increased scopes of practice, increased benefits, or increased reputation for the profession.

A union represents a defined group of individuals in an employment setting. By joining a union, individuals give up their right to negotiate their terms of employment individually and instead receive the benefit of collective representation. This results in a collective agreement between the union and the employer which sets out the terms and conditions of employment.

While there are distinct differences between the College and the Union, the difference between the College and the Association can muddy the waters because organizations with *Dual Mandates* were commonplace until only recently.



**Three very different nursing organizations with three very important mandates**

# The Role of a Regulator

## Part I

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### Dual Mandates

In the past, many entities tasked with the regulation of a profession also advocated for that profession which resulted in them having a dual mandate. These dual mandate entities were charged with both regulator and association functions.

Dual mandate organizations are inherently problematic. How can it be said that the same organization can advocate and promote a profession yet discipline members for acts of professional misconduct? The real or perceived conflict of interest exists and creates an uncomfortable tension between the two mandates. If the organization is charged with regulating the profession in the public interest, it cannot also advance the profession in the interest of its licensees. One need only think of how each mandate would approach the discipline of a licensee for professional misconduct for this to be highlighted. Where a licensee is found guilty of professional misconduct and sanctioned by the regulator for that conduct (remember that this is one of the two primary functions of a regulator), it is in the public interest for that discipline to be transparent and accessible to the public. This will ensure public confidence that the regulator is, in fact, acting in the public interest. A body charged with advancing the profession does not have the same interest in highlighting misconduct in the profession.

On the national scene, there has been a move away from dual mandate organizations. This shift has been voluntary in some cases and has been imposed by governments in other cases. For example, the Saskatchewan Registered Nurses Association (SRNA) stated that it believes a dual mandate is no longer ideal and now identifies solely as a regulator and acts in the public interest. This trend towards organizations focusing on only one mandate is consistent with each organization being able to properly discharge its functions in alliance with its purpose.

### Regulation... Moving Forward

The move to define an organization as a pure regulator as opposed to a dual mandate organization is fueled, in part, by the evolution of regulation. With increasing understanding of regulated professions comes an increased awareness of the proper functioning of a regulator. The way in which we consume, access, and convey information to a vast audience has placed a spotlight on the mandates of organizations and has called into question best practices and spurred the call for reform. With respect to regulation, there is a greater need to ensure that those responsible for decision making be completely open and transparent. One important way regulators achieve this is increased public representation on regulators' governing boards and disciplinary panels which aim to increase transparency and communication with the public.

As the College prepares for 2022, it looks forward to continuing the work it has begun in raising awareness of its public interest mandate. Confusion still lingers with respect to the College's regulatory mandate and whether it exists to advocate for members or the profession. Much like the theme of evolution in regulated professions generally, the College is on a journey to educate licensees and the public that it exists for the purpose of public protection.

There will be areas where regulators, associations, and unions can work together to achieve a common objective. Where a tension exists, however, there can be no question that a regulator will pursue the course of action that achieves its public protection mandate.

# The Evolution of our Organization

## Part II

### The Beginning...

To fully understand the modern-day role of a regulator such as the College of Registered Nurses of Newfoundland and Labrador, one must understand the evolution of our organization.

History paints a dire picture with respect to health care in our province at the turn of the 20th century. By all accounts, Newfoundland and Labrador health care was lacking in a multitude of areas. Doctors and nurses did their best to provide the basics, however, historical evidence has shown that profound and fundamental change was required to address a system that lacked professional, educational, and ethical standards.

In those reformative years, a group of nurses recognized that change was needed and joined together with an objective to ensure that nursing education and nursing practice was standardized for all nurses.

As the years passed and the dominion took its place among the Canadian federation, systemic changes and reforms took place in Newfoundland and Labrador at a lightning speed. These changes were seen throughout all levels of the health care system. Establishing more effective and efficient ways in which to practise and ensuring a better outcome for the public was the birth of what we know today as professionalism. The responsibility that came with being a Registered Nurse was recognized globally, nationally, and provincially and the government of Newfoundland and Labrador took note.

The Association of Registered Nurses was granted the legislative authority by the province of Newfoundland in 1954 to act as the regulatory body for Registered Nurses. ARNN, as it was then known, was given the responsibility under law to ensure the public could have confidence that the services and care they received from an RN were of the highest standards. A licence to practise was required and the "registry" was created. This was the establishment of RNs in Newfoundland and Labrador.



*Images of a nursing era gone by (previously published in Access magazine)*

# The Evolution of our Organization

## Part II

### A Very Unique Stage...

The introduction of RNs to the province brought about a very unique stage in the evolutionary process. The Association of Registered Nurses in many respects became all things to all stakeholders. In addition to its primary role as the regulator and disciplinary body for RNs, the organization acted as an advocacy voice for the profession it regulated and took on the bargaining responsibilities with the government. In fact, the Association even negotiated the first employment contract for RNs in NL. As outlined in Part I of this article, the ARNNL acted with a dual mandate, and it was recognized that such a situation warranted reform.

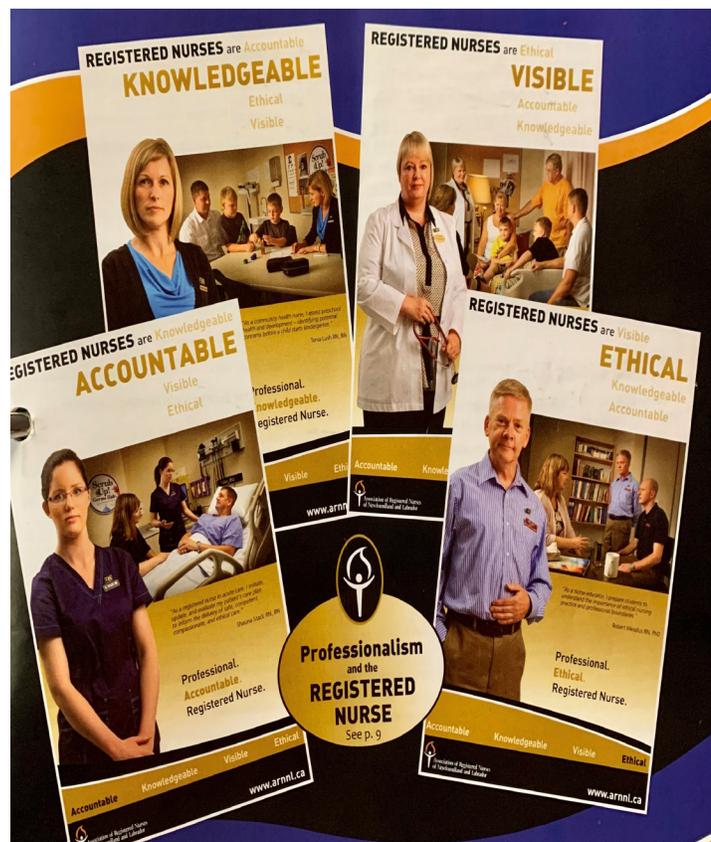
As time marched onwards, and health care continued evolving at a rapid pace, so too did many vital aspects of the profession. Calls became louder and louder for reforms in the areas of public protection, better employment rights and benefits for RNs and an increased need to have an advocate and a voice for the nurse. Just as that group of nurses recognized many decades prior, that fundamental change was needed to achieve these specific goals. Organizations independent of the ARNNL were formed with very precise and specific mandates.

### Independent Organizations Formed

The Registered Nurses Union of NL (RNUNL) was established with the mandate to oversee the bargaining/employment aspects for RNs. The RNUNL took the lead on employment aspects such as salaries and benefits and were responsible for contract talks with government.

The Canadian Nurses Association held the mandate to oversee the advocacy role for RNs. The organization engaged in political policy which impacted the profession and held networking and educational events. Association groups similar to CNA have been established locally and an example of this would be the NL Nurse Practitioners Association.

Finally, the College of Registered Nurses of NL (as it became known in 2019) was now the organization that would hold the mandate of self-regulation and would be solely responsible for all of the regulatory aspects of the profession.



Examples of a more regulatory-focused role for the ARNNL circa 2010

# The Evolution of our Organization

## Part II

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### Present Day

At present day, these groups operate in different ways and have different stakeholders and agendas but what all three organizations have in common is how valuable their respective mandates are to nursing overall. To strengthen ones understanding of the individual roles of the regulator (The College of Registered Nurses of NL), the union (The Registered Nurses Union of NL) and the advocacy organizations (Canadian Nurses Association and the NL Nurse Practitioners Association) is to strengthen nursing as a whole.

### Reflections From the Leaders

With the differences in the mandates outlined in print, and the journey mapped from where we started to where we currently are, we present reflections and insights from the leaders of the College (regulator), the RNUNL (union) and the NLNPA (advocacy group - association).

*"The title of this issue is the role of a regulator, the evolution of our organization. I think this may be one of the most important issues we have published.*

*The role of a regulator (as outlined previously) is not often in the limelight. Of the three groups, the College has little to no involvement with respect to employment issues impacting RNs or endorsing the political agendas of various parties. We are able to keep our focus on our public mandate due, in part, because organizations such as Yvette's (the RNUNL) and Margot's (NLNPA and CNA) are there to lead that charge in these areas and I would be remissed if I did not commend them both for the exemplary job they do.*

*While the role of the College will never be negotiating employment contracts or holding advocacy rallies, undervaluing the role of the College does a disservice to the profession.*

*We operate on behalf of the public and as such, we establish checks and balances to ensure that only those select individuals who meet a standard of excellence can be afforded the privilege, under law, to identify themselves using the title of RN or NP.*

*Those of us that are fortunate to have these titles are keenly aware of the level of responsibility that comes with it. Therefore, we owe it to ourselves and the public to view our titles as a badge of honour. The licence you receive each year from the College which enables you to practise and use the RN or NP title, is the evidence that you have met that standard of excellence and classifies you as a professional. The College is there to ensure that the standard is never compromised."*



College Executive Director  
Lynn Power

# The Evolution of our Organization

## Part II

*"It's important to have clarity on the roles and mandates of the various nursing organizations in our province," said Coffey. "The Registered Nurses' Union is the official trade union for registered nurses and nurse practitioners in Newfoundland and Labrador. Our mandate remains the same since the union was formed in 1974. As the voice of 5,300 members, RNU defends the rights of and advocates for its members. We also stand up for patients and advocate for safe, quality, public health care." -Yvette Coffey*



*President of the RNUNL Yvette Coffey*



*President of the NLNPA Margot Antle*

*"RNs and NPs have a crucial role in our healthcare system, both on a day-to-day basis and on the future of our healthcare system. In order for these roles to be fully embraced, understood, and celebrated, the mandates of all three groups have to be understood and celebrated. The advocacy arm will often entwine with the regulatory arm and the union but will approach issues purely from the lens of forwarding the RN and NP role. Advocacy bodies operate on behalf of the professional, advocating for improved understanding, scope of practice and utilization within our healthcare systems. I cannot stress enough the need for ongoing, robust advocacy, especially in light of our changing healthcare system and recent changes in the dual mandates both provincially and nationally" -Margot Antle*

### **2022 and beyond**

This article can serve as an outline of the evolution of the College of Registered Nurses from the early 1900's to 2022 but the intent is to impress upon readership the important role the College of Registered Nurses has in our society and to impress upon RNs where we came from and who we are today.

The many trailblazers that have come before us are deserving of recognition and respect for having the foresight to establish the foundations from which nursing as we know it has been built. As we enter into the third decade of the 21st century, and the organizations and the profession continue to evolve, we (as RNs, NPs, and members of the public) can be assured that the trust, confidence, and excellence that is central to nursing will remain ever present and rock solid.

# CONTINUING EDUCATION SESSIONS

## WINTER 2022

Tuesdays 1400-1500h (NST)

<i>January 25</i>	<b>This is the Last Time with the Current CCP</b> <ul style="list-style-type: none"> <li>College Nursing Consultant</li> </ul>
<i>February 8</i>	<b>The Active Offer of Health Services to Francophones in NL</b> <ul style="list-style-type: none"> <li>Jacqueline Higgins, Director, NL Francophone Health Network</li> </ul>
<i>February 15</i>	<b>Newfoundland Labrador College of Social Workers, College of Registered Nurses NL, College of Licensed Practical Nurses of NL Annual Education Event - SAVE THE DATE 2 - 4 pm.</b> <ul style="list-style-type: none"> <li>Panel of Experts (TBA)</li> </ul>
<i>March 1</i>	<b>Indigenous Partnerships and Anti-Racism</b> <ul style="list-style-type: none"> <li>Shared Lessons from Labrador (TBA)</li> </ul>
<i>March 8</i>	<b>NLPHA: Our Public Health Vision</b> <ul style="list-style-type: none"> <li>Judy O'Keefe, NLPHA</li> </ul>
<i>March 15</i>	<b>Am I Allowed to Do This? Looking At the New Scope of Practice Document</b> <ul style="list-style-type: none"> <li>College Nursing Consultant</li> </ul>
<i>April 5</i>	<b>Everything Counts! The New CCP</b> <ul style="list-style-type: none"> <li>College Nursing Consultant</li> </ul>
<i>April 12</i>	<b>Nursing and the Law</b> <ul style="list-style-type: none"> <li>Justin Caines, College Legal Counsel</li> </ul>
<i>April 19</i>	<b>Exploring the Person-Centred Care Practice Patterns of Mental Health Nurses in Newfoundland and Labrador: A Mixed-Methods Study</b> <ul style="list-style-type: none"> <li>Chantille Isler, PhD Student, MUN Faculty of Nursing</li> </ul>
<i>April 26</i>	<b>New MAID Safeguards</b> <ul style="list-style-type: none"> <li>College Nursing Consultant</li> </ul>
<i>May 3</i>	<b>Identification and Management of Clinical Deterioration</b> <ul style="list-style-type: none"> <li>Lindsay Dawe, Interim Manager, Regional Medicine Program, Carbonear General Hospital</li> </ul>
<i>May 10</i>	<b>Everything Counts! The New CCP</b> <ul style="list-style-type: none"> <li>College Nursing Consultant</li> </ul>
<i>May 24</i>	<b>Introduction to the New Self-Employment Document</b> <ul style="list-style-type: none"> <li>College Nursing Consultant</li> </ul>

The above sessions will be recorded and available on the web after the event.

To access archived teleconference sessions, go to [www.crnnl.ca](http://www.crnnl.ca).

**How to Attend a Free Continuing Education Session**

**All sessions will utilize the Zoom platform.**

**Visit [www.crnnl.ca](http://www.crnnl.ca) to register for a session.**

**Access is provided five minutes prior to start time.**

The **College Connection**

# NEW Initiatives

FOLLOW THE COLLEGE  
OF REGISTERED NURSES  
ON FACEBOOK

**Facebook.com/  
CollegeofRegisteredNursesofNL**



## Health Accord NL

Health Accord NL, led by Co-Chairs Dr. Patrick Parfrey and Sister Elizabeth Davis will focus on two major ideas in its quest for a strategy for better health in the province:

*Awareness of and intervention in the social factors that influence health (social determinants of health)*

*Balance of community-based (primary health care, elder care, social care) and hospital-based services*

**For more information on this important initiative visit**

**[www.healthaccordnl.ca](http://www.healthaccordnl.ca)**



# Professional Conduct Review

## Notifications

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*For an overview of the PCR (professional conduct review) process when an allegation is submitted see the “Complaints and Conduct” page on the College website.*

### **Allegations Resolved**

On January 12, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant who inappropriately accessed a family member’s health records not in the Registrant’s circle of care. 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 their learnings.

On October 25, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant who practised without a licence for a period exceeding three days and thereby failed to maintain liability protection in accordance with the Registered Nurses Regulations (2013). The Registrant was required to complete specified remedial education.

On October 28, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation included the Registrant’s failure to provide care in accordance with the Standards of Practice and/or employer policy and failed to respect a patient’s honour and dignity. 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.

### **Allegations Dismissed**

In a decision dated October 6, 2021, the Complaints Authorization Committee dismissed an allegation filed against a Registrant. The allegation alleged that the Registrant engaged in conduct deserving of sanction in that the Registrant breached the Complainant’s confidentiality by disclosing that the Complainant inquired about obtaining elective medical services from the Registrant’s place of employment. The CAC reviewed the matter and found the matter to be outside of the scope and mandate of the College.

In a decision dated October 6, 2021, the Complaints Authorization Committee dismissed an allegation filed against a Registrant. The allegation alleged that the Registrant engaged in conduct deserving of sanction in that the Registrant attended the Complainant’s place of work and while there, made negative comments about the Complainant to the Complainant’s co-workers. It was alleged that the Respondent’s actions were premeditated and intentional with the goal of slandering the Complainant’s name in front of the Complainant’s present employer and clients. The CAC reviewed the matter and found the matter to be outside of the scope and mandate of the College.

In a decision dated November 16, 2021, the Complaints Authorization Committee dismissed an allegation filed against a Registrant. The allegation alleged that the Registrant engaged in conduct deserving of sanction in that the Registrant failed to provide and oversee care of a Resident, including failing to monitor nutritional intake and personal hygiene; and failing to provide physiotherapy and wound care. In addition, the allegation alleged that a request for a second opinion from a medical care provider was denied. The CAC reviewed the matter and found there was insufficient evidence to support the Allegation.

# Professional Conduct Review

## Notifications

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*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 College website.*

### Adjudication Tribunal Decisions

In the matter of a Complaint against Gregory Mercer, College of Registered Nurses of Newfoundland and Labrador, Registration #19604 (the "Registrant"), in a written decision dated October 19, 2021, an Adjudication Tribunal found the Registrant guilty of conduct deserving of sanction under the **Registered Nurses Act, 2008** (the "**Act**"), subsection 18(c) (i) professional misconduct and 18(c)(v) breach of the **Code of Ethics for Registered Nurses**. The Adjudication Tribunal determined that the Registrant engaged in conduct deserving of sanction, which conduct included that the Registrant failed to demonstrate accountability of a registered nurse contrary to organizational policy, the **Standards of Practice for Registered Nurses (2013)** and the **Code of Ethics (2008)** by (a) completing the pre-operative check too far in advance of the patient going into the operating room; (b) failing to ask the patient to verbally confirm their identity once in the operating room; and (c) failing to complete another check to confirm the chart matched the patient after contact was broken between the nurse, the patient and the chart. The Adjudication Tribunal accepted an Agreed Statement of Facts and order that the Registrant complete specified Code of Ethics learning modules; review College documents/resources; submit a written reflection; and meets with a College Nursing Consultant, Policy and Practice. The Adjudication Tribunal ordered that the Respondent pay \$1,250.00 towards its costs incurred. The conduct deserving of sanction occurred in or about November 2017. The Complainant was Western Health.

In the matter of a Complaint against Laurie Chafe, College of Registered Nurses of Newfoundland and Labrador, Registration #16995 (the "Registrant"), in a written decision dated October 26, 2021, an Adjudication Tribunal found the Registrant guilty of conduct deserving of sanction under the **Registered Nurses Act, 2008** (the "**Act**"), subsection 18(c) (i) professional misconduct, section 11(1)(a) of the Registered Nurses Regulations (2013) and, 18(c)(v) breach of the Code of Ethics for Registered Nurses. The Adjudication Tribunal determined that the Registrant engaged in conduct deserving of sanction, which conduct included that the Registrant practised nursing when she did not hold an annual licence; failed to maintain liability protection; failed to respond to contacts from her regulatory body; failed to notify CRNNL of a change of employer information, in particular her work location's phone number; and, failed to ensure the Number of Shifts Form was returned by her employer to CRNNL in the required time period. The Adjudication Tribunal accepted an Agreed Statement of Facts which indicated the Registrant was of the mistaken belief that her role did not require her to be a registered member of the College. The Adjudication Tribunal ordered that the Registrant complete specified Code of Ethics learning modules; review College documents/resources; submit a written reflection; and meets with a College Nursing Consultant, Policy and Practice. The Adjudication Tribunal ordered that the Respondent pay \$1,250.00 towards its costs incurred. The conduct deserving of sanction occurred in or about November 2017. The Complainant was the College's Director of Professional Conduct Review.

## Congratulations Awards Recipients!

In the 2021-2022 competition year, the Trust awarded \$47,600 in scholarships and bursaries to 40 applicants, including;

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

Congratulations to the members and students who participated in educational activities during another challenging year!

## CALL FOR APPLICATIONS Special Funding Competition

The Trust is holding a special funding competition for scholarships and bursaries that were not awarded in the Fall 2021 competition.

Applications will be accepted for the following:

- Nursing Research Award
- Graduate Scholarship (Master's/PhD)
- IEN Bridging/RN Re-Entry Scholarship
- NL Gerontological Nurses Association Bursary
- Health Educators Bursary
- Nancy Llewellyn Pediatric Nursing Bursary

The deadline for receipt of applications for the Special Competition is **February 15, 2022**.

Visit the Trust website for details: [www.nlrntrust.ca](http://www.nlrntrust.ca)



Applications for the Canadian Nurses Foundation scholarships and Research Grants - including the **Trust's 25th Anniversary Scholarship** - are available starting in January 2022.

Visit <https://cnf-fiic.ca/scholarship-program> for details.

## CALL FOR APPLICATIONS

### Spring Funding Competition

The spring competition for Continuing Education (CE) Bursaries will accept applications for CE activities that occur between **January and June 2022**.

#### CNA Certification Bursary

Up to \$500 for certification or re-certification

#### Post Basic Course Bursary

Up to \$1000 to complete a post-basic continuing education course/program

#### Conference Bursary

Up to \$1000 to assist members to attend a conference or workshop (virtual conferences are eligible)

Bursaries are also available to RNs in specialty areas such as Pediatrics, Gerontology, those in clinical/ staff educator roles and to those pursuing education in areas such as primary health care or nursing leadership.

The deadline for receipt of applications for the Spring Competition is **April 15, 2022**.

Visit the Trust website for details: [www.nlrntrust.ca](http://www.nlrntrust.ca)

## Volunteer Opportunity

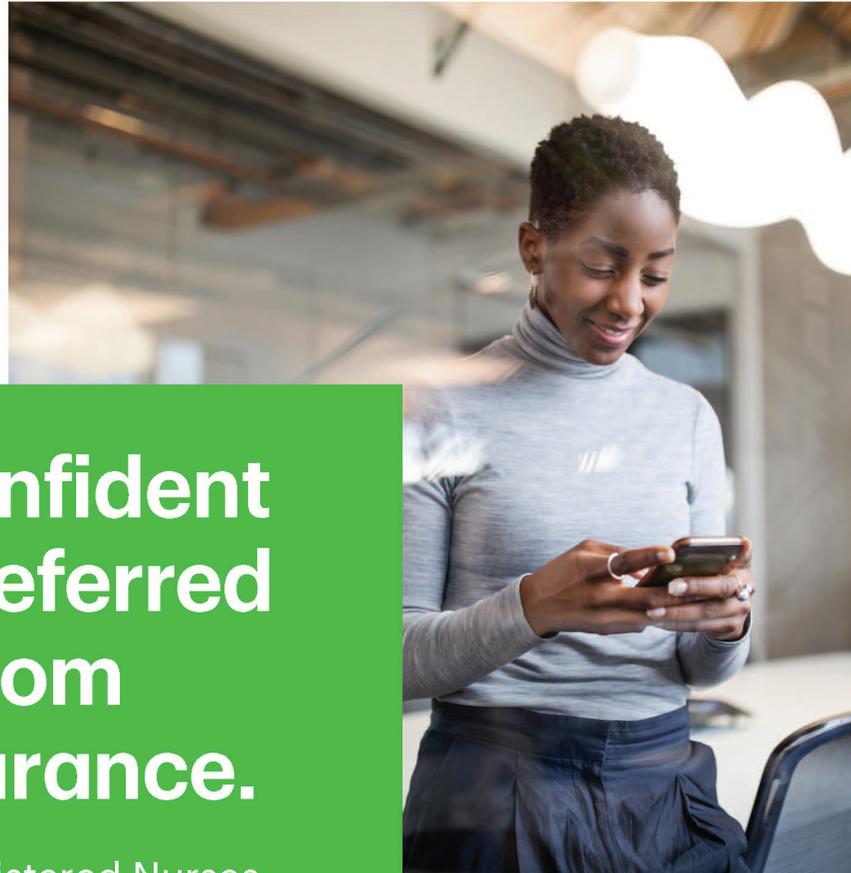
The Trust is seeking graduate-prepared RNs and NPs to join the **Research Awards Committee**. This committee is responsible for the review of research applications and selection of award recipients. Committee members serve a term of three years. As per the terms of reference, preference will be given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

If you are interested in joining the committee, please contact the Trust Coordinator at [coordinator@nlrntrust.ca](mailto:coordinator@nlrntrust.ca)



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

## VOTE NOW!!

### Advanced Practice Councillor Candidates (2022-2025)

- **Kelly Barron, Nurse Practitioner, Neonatal, Eastern Health**
- **Rodney Pike, Nurse Practitioner, Primary Health Care, Eastern Health**
- **Krysta Simms, Nurse Practitioner, Primary Health Care, Western Health**

### Practice Councillor Candidates (2022-2025)

- **Seretha Wheaton, Psychiatric Registered Nurse II, Harm Reduction, Primary Health Care, Eastern Health**
- **Stephanie Winsor, Casual RN, Long Term Care, Eastern Health**

Visit the **College Council Election 2022** link in **MyCRNNL** for further information on all candidates. All eligible members are encouraged to vote when renewing their licence/membership.

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**The College of Registered Nurses** advances nursing excellence for public protection and optimal health of Newfoundland and Labrador.

**The College exists so that there will be:**

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