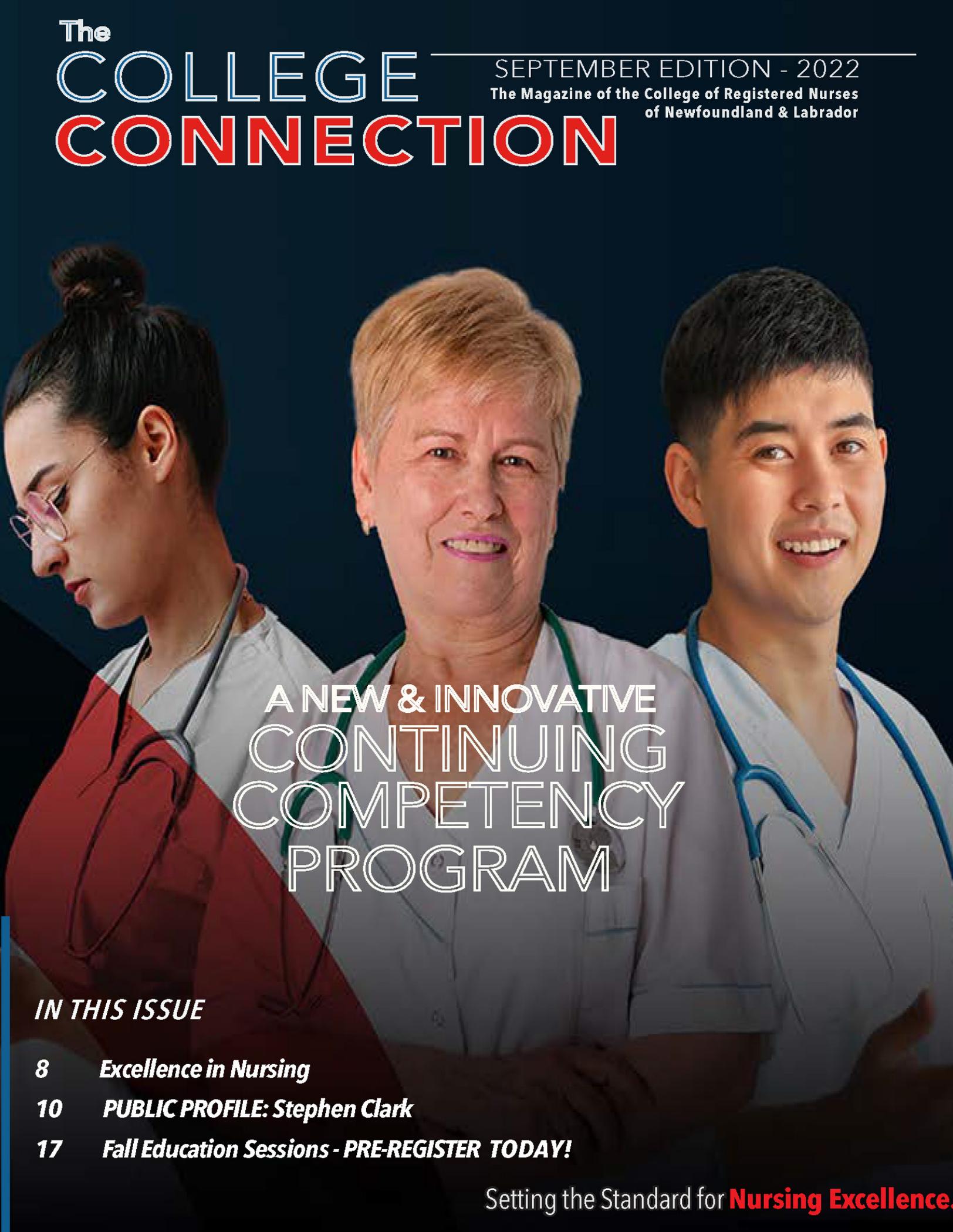


The COLLEGE CONNECTION

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

A photograph of three nurses in white scrubs with stethoscopes. On the left, a young woman with dark hair in a bun and glasses looks down. In the center, an older woman with short blonde hair smiles. On the right, a young man with dark hair smiles.

A NEW & INNOVATIVE CONTINUING COMPETENCY PROGRAM

IN THIS ISSUE

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- 10** *PUBLIC PROFILE: Stephen Clark*
- 17** *Fall Education Sessions - PRE-REGISTER TODAY!*

Setting the Standard for **Nursing Excellence**

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SEPTEMBER EDITION - 2022

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Stephen Clark	Public Representative
Louise Pinsent Parsons	Public Representative
Aubrey Dawe	Public Representative
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Seretha Wheaton	Practice
Melissa Colbourne	Education/Research
Neil Colbourne	Administration
Kim Legge	At Large
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Lynn Power	Executive Director

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Designed & Produced by: James Sheppard

Address from the Chair

Tracy MacDonald

It has been a year of many twists and turns in our world and in healthcare in general. I am guilty of muttering many times with a level of hope that COVID is behind us "We are in the home stretch." Only to realize it's more of an adjustment to living with it versus it's behind us. This has provided me with many opportunities to reflect on growth during chaos. COVID has afforded us many opportunities to rise to challenges previously neither considered or thought possible to overcome. The opportunity that comes to mind as I write this centres on the privilege of self-regulation. It is the biggest learning that I have been afforded first as a council member of the former Association of Registered Nurses of Newfoundland and Labrador (ARNNL) and now as the Chair of the College of Registered Nurses of Newfoundland and Labrador.



Chair of College Council
Tracy MacDonald

I invite each of us as Registered Nurses to ask ourselves what regulation means for us as a collective profession. The privilege of self-regulation is one we must all ponder and now is as important of a time to do so, when so much of healthcare is under scrutiny, stress, and strain. The College and the Council, work diligently year-round to ensure this privilege is upheld. Strategic work continues to ensure the profession of Registered Nurses is accountable, evolves, and that there is public confidence in self-regulation. This supports our mandate to protect the public. I will be the first to admit in those early years of my own nursing career I knew little about self-regulation. In this year however, we ask **all Registered Nurses to get curious about self-regulation**, learn more, and find ways to become active with the College. This can include checking out the [CRNNL.ca](https://www.crnnl.ca) website and spend time browsing around. My challenge to each of you is simple find time in the next two weeks to learn something new about the College and share it with a member of the public or another colleague. Together we will all forge a stronger path forward in self-regulation as we each grow our knowledge and find meaningful ways to ensure we uphold and protect self-regulation in our province.

Tracy MacDonald

From the Desk of the Executive Director

Lynn Power

I wish to begin this message by welcoming readers to the new digital format of the College Connection.

Each time I am afforded the opportunity to address the Registered Nurses and Nurse Practitioners of our province, I owe it to you to ensure the subject of my address is one that is timely and relatable. As such, I could not comprise this message without addressing the reports of what is happening within the provincial health care system.

What is showcased throughout various media platforms and what is experienced by RNs, NPs and the public is a concern. Wait times, emergency room closures, professional recruitment and retention are all issues that require the utmost attention and reinforce the adage that we must do better.

No, it is not unique to our province and no, this did not happen overnight, but it is my unwavering belief that solutions are on the horizon.

In our sector, we see various health care regulators, government officials, and the public coming together to work towards finding solid solutions. Whether it's the blueprint sent forth by Health Accord NL, or collaboration within the nursing regulators on finding efficiencies regarding licensing of internationally educated professionals, a spectrum of possibilities is being mapped out by groups that share a common goal: to address our situation and overcome our challenges.

Words can be put into actions, and positive meaningful change can arise from the condition at present. ***From the most senior RN to those just entering the profession, I believe there is reason for optimism.***

As the largest health care regulator in the province, we will work hard to ensure that we embrace change whilst never compromising the standards that make us professionals.



Executive Director
Lynn Power

Lynn Power.

Council Matters

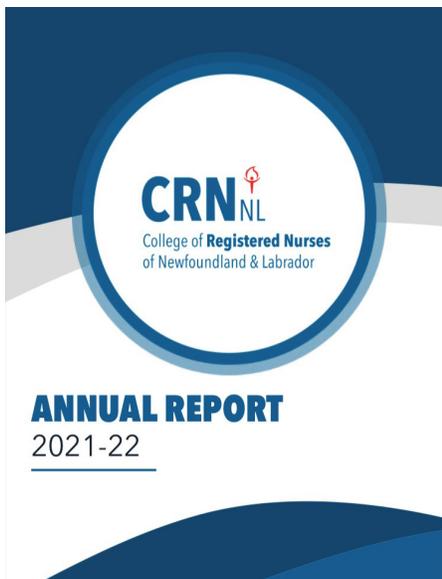
Highlights from the Most Recent Meeting of Council & AGM



Executive Director Lynn Power presents the operations report at the AGM

2021-22 Annual Report

In June, the Minister of Health and Community Services officially received the 2021-22 Annual Report from the College of Registered Nurses. The Annual Report outlines a comprehensive look at the operations of the College and includes summarized financial statements. **To view the 21-22 Annual Report click [HERE](#)**



Meeting of College Council

The Council of the College of Registered Nurses held a meeting on June 2nd, 2022. The following are some of the highlights from that meeting:

- The audited financial statements for the year April 1, 2021, to March 31, 2022, were approved as presented.
- In accordance with an earlier vote of Council, Ms. Tracy MacDonald and Dr. Glyn George have been elected to the positions of Chair and Vice-Chair respectively.
- College Council approved the Scope of Practice document.
- Council accepted the Strategic Outcome Annual Progress Evaluation Report as evidence of satisfactory progress during the 2021-2022 period.
- Council approved the agenda for the 68th annual general meeting as presented.

For further details see [RegulatioN Matters - Summer Edition](#)



The 68th Annual General Meeting was held at the Emera Innovation Exchange Conference

68th Annual General Meeting

The College of Registered Nurses of Newfoundland and Labrador held its **68th Annual General Meeting** on June 15th. The College works diligently to ensure our engagement initiatives are inclusive and innovative. As such, College leaders presented at the Emera Innovation Exchange Conference Centre on Signal Hill Campus and registrants and public participated virtually via WebEx, teleconference and were able to watch the YouTube live stream. **The recording of this AGM can be found in its entirety by visiting the College of Registered Nurses [YouTube page](#).**

Nursing by the Numbers

A snapshot of nursing data in NL

Have you ever wondered what the College does with all the data we collect during registration and renewal? Aside from the questions that are required to make licensure decisions (e.g., CCP, criminal convictions), data collected during initial registration and annually during licensure renewal are the primary source of demographic, education and practice data for RNs and NPs in this province.

It's important to note that the College will only share identifiable data in specific circumstances (e.g., with registrant consent).

The College uses registration data to generate reports and monitor trends in the provincial nursing workforce. Our annual updates are posted on the Statistics page of our website. In addition to our own reports, we provide de-identified data annually to the Canadian Institute for Health Information (CIHI) for use in their national Health Workforce reports and by request to the provincial government workforce planning division. These reports are key components of provincial and national health human resource planning.

Registration data are also shared with the NL Centre for Health Information's provider registry for the Electronic Health Record, and there are various requests for aggregate data from Regional Health Authorities, schools of nursing, RNUNL and other stakeholders.

Because registration data are widely used, it is very important for registrants to provide up-to-date information. By ensuring that all sections of your renewal form are updated annually, you are doing your part to ensure decision makers have accurate nursing workforce data.

Workforce Highlights (2021-22)

The number of practicing licences issued by the College increased 1.6% to 6,429.

Retention of graduates from the NL schools of nursing increased slightly to 87.3%.

The percentage of registrants employed full-time increased slightly to 73% and remained among the highest full-time employment rates in the country.

The trend toward high rates of casual employment for new graduates continued with almost half (48.3%) reporting casual employment. Two-thirds of those employed casual reported it was their desired employment.

The average age of practicing registrants at year-end was 42.7 years. This is essentially unchanged from the previous year (42.6) and makes us among the youngest nursing workforces in the country.

Nurse Practitioners made up 3.7% of practicing registrants. The number of NPs increased 52.2% compared to five years ago.

The majority of NPs are in the Family-All Ages stream of practice (92.0%).

Internationally Educated Nurses (IENs) made up 1.6% of practicing registrants. The number of IENs increased 13.2% compared to five years ago.

Twenty-three IENs (22.3%) were newly registered in NL in 2021-22; more than half of IENs (53.4%) have been registered for less than five years.

For more information [Click HERE](#)

NP Regulation

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

The Canadian Council of Registered Nurse Regulators (CCRNR) is currently working on a complex national project for NP Regulation. It involves developing several general elements that nursing regulators will use in its regulation of NP practice. It is hoped that this national regulatory work will lead to consistency in NP regulation, reduce unnecessary barriers and increase labor mobility, and ensure public understanding of the NP's role and practice.

Two main deliverables among others from this national project are to create one category of NP practice and have one national registration exam. In addition, this project is working to refresh the current NP Entry-Level Competencies (ELCs) approved in 2016 and a CCRNR exam committee will conduct a practice analysis that will help inform the new exam.

The College has been communicating and keeping you up to date on the developing elements of NP regulation through Notes from the Practice Team email (sent the first Monday of each month), Regulation Matters, the College Connection, and through our social media platforms. **Visit CCRNR's website or subscribe to CCRNR's newsletter by clicking [HERE](#).**

These changes will have a substantial impact on NP practice, so it's important that as we move forward with these developments, NPs and relevant key stakeholders keep informed and participate in any consultation opportunities that may arise from this project.

NURSE PRACTITIONERS

Let's clarify what NPs can do!

1 ADVANCED PRACTICE NURSES

NPs are registered nurses with a Master's degree in advanced practice nursing, with multiple years of health care/clinical experiences.

2 COMPLETE PHYSICAL & PSYCHOSOCIAL ASSESSMENTS

NPs are able to perform comprehensive head-to-toe physical examinations as well as mental health assessments to individuals across the lifespan.

3 ORDER AND INTERPRET LABS & DIAGNOSTIC IMAGING

This includes bloodwork, urine tests, x-rays, ultrasounds, ECGs and so much more!

4 DIAGNOSE ACUTE AND CHRONIC ILLNESSES

NPs are highly skilled practitioners with advanced education to diagnose acute and chronic illness of all ages.

5 PRESCRIBE MEDICATIONS AND OTHER TREATMENTS

NPs treat both acute and chronic disease with a combination of pharmacological and non-pharmacological treatments.

6 WORK IN PRIMARY HEALTH CARE

Provide preventative and curative medicine to help alleviate the health care system.

7 WORK IN SPECIALTY AREAS

NPs currently work in specialized fields of medicine, including emergency rooms, ICUs, cardiology, urology, hematology, mental health and addictions, pediatrics, geriatrics and so much more!

8 AUTONOMOUS PROVIDERS

NPs are autonomous practitioners, who practice independently!



Nurse Practitioner Week 2022!

November 13th - 19th

Graphic designed by Martha North, Regional Nurse Practitioner

Excellence in Nursing

Faculty of Nursing Graduate Programs

In May 2022 there were 12 graduates from MUN Newfoundland and Labrador: 11 in the MN Practicum option and one PhD graduate. The following is a summary of selected practicum projects from the 2021-22 year.

MN PRACTICUM OPTION

Christina Dominey (Burgeo NL)

A Patient Resource to Support the Utilization of Virtual Care at Home in Rural Communities. Christina developed a patient resource to increase awareness and utilization of virtual care (VC) in a rural health area in the Western Health region of Newfoundland. Christina created two pamphlets; one provided general VC information to raise patient awareness of their ability to use VC and the other contained technical support information to build patients' comfort level with the technology required for VC. These pamphlets will be distributed in common public areas such as the hospital/clinic, grocery store, and pharmacy in rural communities in the Western Health region. Supervisor: Dr. Jennifer Howard.

Jessica Hammond (Paradise NL)

Development of a Preoperative Teaching Manual for Patients Waiting for Cardiac Surgery: A Guide to Cardiac Surgery. For her practicum project Jessica developed a comprehensive resource manual for patients waiting for cardiac surgery at Eastern Health. The manual aims to help and support patients and families in preparation for open-heart surgery and will be available to patients and staff of the Cardiac Critical Care Program at Eastern Health. Supervisor: Ann Noseworthy.

Leanna Rowe (St. John's NL)

Hearing Loss Management in Acute Care. Leanna developed a comprehensive toolkit consisting of five online educational hearing loss modules and a physical unit resource to address the learning needs of nurses and support nurses in their practice. The educational modules are comprised of information on hearing loss and Deafness, hearing loss technology, nursing strategies, communication strategies and hearing loss resources. Supervisor: Dr. Donna Moralejo.

Brittany Woodman (St. John's NL)

Development of an Educational Resource for Dialysis Nurses about Pediatric Hemodialysis. For her practicum project Brittany developed an educational resource for nurses to improve their knowledge and skills to perform hemodialysis on pediatric patients. Both a hard-copy and online version of the resource were created; the online module will be available on LEARN, the Eastern Health online education platform and the hard-copy will be available in the dialysis unit at the Health Sciences Centre in Eastern Health. Supervisor: Renee Crossman.

PhD PROGRAM

Ahtisham Younas (St. John's NL)

Proposing Implementation Strategies to Enhance Compassionate Nursing Care of Complex Patients: An Exploratory Sequential Mixed Methods Research Design. Ahtisham's dissertation aimed to enhance the

Excellence in Nursing

Faculty of Nursing Graduate Programs

understanding of the indicators of, and barriers to, compassionate nursing care delivery and to propose implementation strategies with the potential to promote compassionate nursing care of complex patients. In the course of his research participants identified six indicators of compassionate nursing care—nurses who are: sensitive, aware, positive, nonjudgmental, empathetic, and altruistic. The final operationalized implementation strategies included: organize clinician implementation team meetings, involve patients and families, modelling, implementation facilitation, and ongoing consultation with stress experts. Supervisors: Dr. Caroline Porr and Dr. Joy Maddigan.

For further information about any of the projects, please contact Dr. Karen Parsons, Associate Dean

FALL EDUCATION - The New CCP

The College launched its new **Continuing Competency Program** on May 9th, 2022. This Fall, nursing consultants will be offering education sessions on the new program. If your unit is planning an education day, scheduling a staff meeting, or providing an education session, etc., then consider inviting the practice team to provide a session on the new CCP. Clinical educators, managers, nursing educators, and more! To book a session, please connect with the practice team at practiceteam@crnnl.ca.

An education session on CCP is scheduled for **October 25th, 2022** from 1400-1530 details can be found on page 14 & 17

FIND US ON FACEBOOK

Join the College Facebook page for notifications about regulatory updates, news and education sessions



Public Profile

Profiling a Public Representative 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 an introduction to Stephen Clark, a Public Representative 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 Steve Clark and I currently reside in St. John's. I am very proud to be from this great province and never take that for granted. Currently, I work with Cox & Palmer, a leading legal firm in Atlantic Canada. Over the last 29 years I have worked in many organizations including Rogers, Bell, Instrumar, Eastlink, and the Newfoundland & Labrador Centre for Health Information. Having worked in healthcare for 19 years there is nothing more important than the health of our friends, families, and population. Nurses play a key role in providing health to our people. I have the privilege of serving on Council and giving back. I encourage all readers to volunteer and give back wherever possible.



*Mr. Stephen Clark
College Council - Public Representative*

Briefly describe your role with the College of Registered Nurses.

I serve on the Council of the College as a Public Representative and have been in this role since June 2018. I am also the Chair of the Finance and Audit Committee of Council and a member of the Complaints Authorization Committee.

Why is regulation important in our society?

Regulation has never been more important for clinicians in general, and nursing is no exception. Across the country, and world for that matter, COVID has exposed areas of improvement for our clients. As regulators we need to keep the public protection bar held high. The College and the Nursing professionals in our province continues to exceed expectations and be a leader in Canada.

What do you see as being barriers to regulation?

The pressures on our health system and members continue to mount. We have an aging population and frankly the oldest in the country, significant financial demands from all government sectors, particularly health, and a population with a relatively high comorbidity rate. Layer on the global pandemic and this creates the perfect storm for strong public demand and political intervention. Our members, and all clinicians, are fatigued. As the health system expeditiously tries to fill the staffing void to provide health service, the College must be steadfast in regulation. Patient safety must always remain paramount as we maintain the public's trust through protection.

What does the future of regulation look like?

I don't see any future change to the core mandate of the College as regulation will always be rooted in safety and protection. That said, the future of health is very exciting with many new opportunities for the delivery of care. The College and members must remain trained in best practice and competency. As an example, the pandemic accelerated the use of virtual care, expanding scope of practice and even delivering care across jurisdictional boundaries. While these are of tremendous value to patient care, there are many regulatory considerations as the delivery of care evolves.

Vital Information

Document Highlights

College's New Scope of Practice Framework and Suite of Supporting Documents

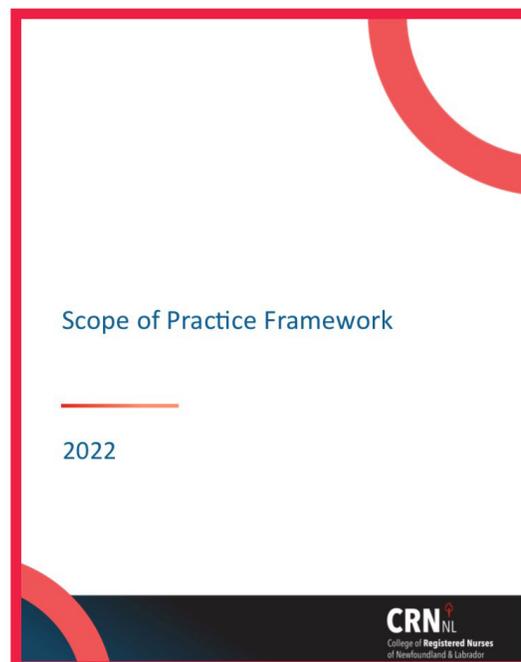
The College has recently released a new Scope of Practice Framework and a suite of supporting documents that will help RNs & NPs answer questions they may have about practice. These documents can also help the public and the healthcare system understand what RNs/NPs are allowed to do.

RNs/NPs are accountable professionals and responsible for their own practice, so it is important for protection of the public that RNs/NPs know and understand the principles for determining individual scope of practice and competence. These documents are set up such that the Scope of Practice Framework outlines the general principles for determining scope of practice of RNs/NPs, and the suite of supporting documents further explain these principles. It is hoped that the new Framework and supporting documents with its enabling frameworks will make it easier and give RNs/NPs more flexibility within the context of their practice setting to determine whether they can perform a competency.

The new Scope of Practice Framework is found under Practice Topics on the College's website with the suite of documents that supports the framework listed below:

[CLICK HERE TO VISIT THE PRACTICE TOPICS PAGE](#)

Scope of Practice Framework
Am I Allowed to Do That?
Understanding Individual Scope of Practice
Differentiating Scope of Practice within the Profession
Employers Adding a New/Emerging Competency
Care Directives and Preprinted Orders
Assignment of Care



Vital Information

Document Highlights (Cont'd)

Scope of Practice Framework

[Check out the document here](#)

The New Scope of Practice Framework defines scope of practice for the profession and the individual RN/NP and helps RNs/NPs to determine whether a competency falls with their individual scope of practice and/or whether they should perform that competency. It outlines the three considerations an RN/NP must reflect on before performing a competency:

- Am I educated to perform that competency?
- Am I authorized to perform that competency by my employer or organization?
- Am I competent to perform that competency and can I safely manage the outcomes of the competency provided in my practice setting?

It is important to note that the new Scope of Practice Framework is linked to the College's new Self-employment document as the Framework defines practice as an RN or NP. If an RN/NP decides to use their self-employment practice as practice hours towards their licensure renewal requirements, then they must use that definition in the Framework to determine whether their nursing practice meets the definition of practice as an RN or NP.

Am I Allowed to Do That?

[Check out the document here](#)

This one pager explains in a concise way the three principles to consider when pondering whether to perform a particular competency.

Understanding Individual Scope of Practice

[Check out the document here](#)

This document provides further guidance to help understand individual competence and provides a decision tree that will help determine whether a competency is within an RNs/NPs individual scope of practice.

Differentiating Scope of Practice within the Profession

[Check out the document here](#)

This one pager helps to explain how the scope of practice of the profession differs from the scope of practice of an individual RN/NP or a new graduated RN/NP.

Vital Information

Document Highlights (Cont'd)

Employers Adding a New/Emerging Competency

[Check out the document here](#)

This document provides a decision-making process that employers can use to add a new or emerging competency to the scope of practice of RNs/NPs within a particular practice setting.

Care Directives and Preprinted Orders

[Check out the document here](#)

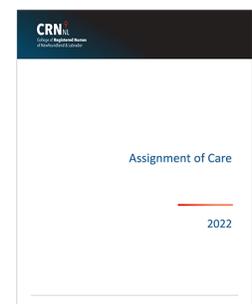
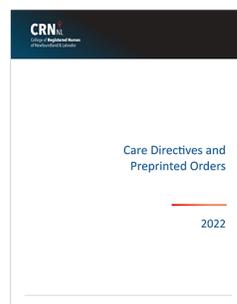
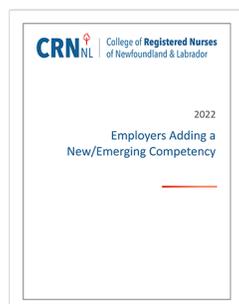
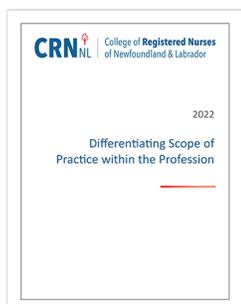
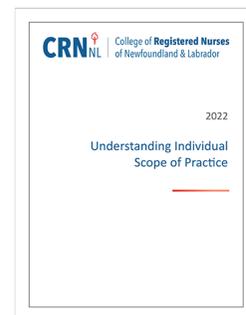
This document outlines the practice expectations for RNs & NPs implementing care (medical) directives or preprinted orders to carry out specific competencies that are within the scope of the RN, but would otherwise require a client-specific, direct order from an authorized prescriber.

Assignment of Care

[Check out the document here](#)

This document outlines the practice expectations for RNs and NPs who are responsible for preparing assignment(s) of care for nursing care providers within their practice setting.

If you have further questions related to scope of practice, please feel free to connect with the practice team at Practice Team practiceteam@crnnl.ca or by calling a [Nursing Consultant](#).



THE NEW CCP

A New & Innovative Continuing Competency Program



*Lifelong
learning for
lifelong care.*

If we listen closely to the adjectives we hear on a daily basis, we will find a litany of terminology that is over-used and misunderstood, “standards”, “excellence” or in this particular case, the term “professional.”

To be a professional is to be characterized by or conforming to the technical or ethical standards of a profession. As a regulator, the College is the entity that sets you apart from other occupations and defines you as a professional. One of the ways in which we do this, is to set requirements for continued learning and education. For RNs and NPs, the College exercises this function in your past, present and future. To be an RN or NP, you would have previously completed defined education, which was approved by the College, at present, you practise each day using those all-important standards set by the College, and the Continuing Competency Program (CCP) established by the College, ensures your education is ever-evolving and is focused on the future of nursing. As such, the College’s CCP is one of the key components that enables RNs and NPs to be defined as professionals and this year marked significant changes to that program.

The College received feedback from registrants that the CCP in its former format needed improvement. As an organization, we operate with the understanding that modernization and consistent evolution are a requirement for success and in early 2019, the College initiated steps to modernize the CCP. Officials set about conducting extensive research including analyzing what other regulatory bodies, provincial, national, and international nursing regulators use and related literature, and in the spring of 2022, the College of Registered Nurses proudly unveiled the new CCP.



THE NEW CCP

A New & Innovative Continuing Competency Program

How the CCP has changed:

Under the previous system, RNs/NPs often did not capture the discussions/ learning on the job. The new CCP is meant to log all the learning that you participate in.

RNs/NPs no longer have to have learning activities verified.

You log your learning activities on our website by going to MyCCP which is located under MyCRNNL.

There is no longer any distinction between formal and self-directed learning.

You can count any learning that you engage, related to your practice.

There are no longer any paper forms. You log all your learning activities online under MyCRNNL (MyCCP).

Completing a self-assessment and a learning plan are informal reflective exercises.

The number of hours required for CCP, reflective of the value of continuous learning for safe and competent client care, is now set at 24 for each licensure year (April 1st to March 31st) as all learning can now be submitted.

The College recognized that the nature of an RNs or NPs work is one that involves continuous learning, and it was important that credit for this continuous learning be approved for the CCP. Under the new program, all learning related to your practice can be considered approved learning and the examples of what constitutes approved learning is extensive. Examples include (but are not limited to) the following:

- Attending College education sessions (Tuesday teleconference)
- Looking up a drug in the e-CPS
- Speaking with clinical educators on new procedures
- Reviewing new policies
- Reviewing College Documents
- Completing a webinar or online course

THE NEW CCP

A New & Innovative Continuing Competency Program

- Conducting literature reviews
- Preparing a research proposal
- Developing policy related to your practice
- Reviewing best practices
- Completing course outlines
- Taking part in management courses (e.g., LEADs/budgeting)
- Reading The College Connection, Regulation Matters, or a journal article, etc.

The nature of the profession is one that requires learning each day and this was the rationale behind making such significant changes to the CCP, but we also strived to modernize how registrants are able to log their day-to-day learning. The new process involves a newly created portal which enables the registrants to quickly log their learning activities and eliminates the formal documentation and record keeping. The MyCCP portal can be accessed via phone, tablet or any device that connects to Wi-Fi.

“The primary focus of the College Council when approving this program was striking a balance between establishing a program that is efficient and reflective of the continuous learnings that RNs and NPs experience while practising each day, while also ensuring the public receives an unwavering standard of care.” -Tracy MacDonald, Chair of College Council

“The College of Registered Nurses understands the profession is constantly progressing. This has never been more evident than during the past year as we navigated the pandemic in Newfoundland and Labrador. During this time, the amount of day-to-day learning that RNs and NPs undertook in one month related to Covid had the potential to satisfy the annual 24 hours required. The changes we have made to this program are beneficial to both RNs and NPs as well as the public” -Lynn Power, Executive Director of the College of Registered Nurses of Newfoundland and Labrador.

At a time when terms such as excellence, standards and (notably) professional are misused, it is important to remember that these terms are the foundation of the College. Ensuring that you, as an RN or NP have programs such as the CCP is what sets you apart and makes you a true professional. It is what we do each day to benefit the public and to benefit you, the professional. **Visit the CCP section of our website for a comprehensive look at the new CCP.**

The College’s remodelled Continuing Competency Program: Lifelong learning for lifelong care.

CONTINUING EDUCATION SESSIONS

FALL 2022

Tuesdays 1400-1500h (NST) - *Click Date/Topic Below to Register Today!*

September 20	<ul style="list-style-type: none"> Virtual ER's - Regulatory Tips for RNs & NPs Michelle Carpenter & Peggy Rauman, College Nursing Consultants - Visit our YouTube Channel for archived sessions.
September 27	<ul style="list-style-type: none"> The Role of Nursing in Addictions Medicine Debbie Curtis, Mental Health and Addictions Consultant, Department of Health and Community Services - Bonita Kenway, Nurse Practitioner, Central Health Opioid Dependence Treatment Hub - Jennifer Patrick, Nurse Practitioner, Eastern Health Opioid Dependence Treatment Hub
October 4	<ul style="list-style-type: none"> The New Scope of Practice Suite of Documents Michelle Carpenter, College Nursing Consultant
October 11	<ul style="list-style-type: none"> Electronic Death Notification: What You Need to Know Cherine Day, Senior Business Analyst, Office of the Chief Information Officer (OCIO)
October 18	<ul style="list-style-type: none"> E-Mental Health Services Lorelei Kelly, Regional Manager/E-Mental Health Manager, Mental Health and Addictions Services, Central Health
October 25	<ul style="list-style-type: none"> The College's New Continuing Competency Program (This session is scheduled from 2:00 pm - 3:30 pm) Michelle Carpenter & Peggy Rauman, College Nursing Consultants
November 1	<ul style="list-style-type: none"> Virtual Care in Emergency and Primary Health Care Ashley Dinn, Provincial Program Manager of Virtual Care, NLCHI Lauren Sinclair, Manager of Virtual Care, Eastern Region NL
November 8	<ul style="list-style-type: none"> Adult Protection Act and the Assessment of Capacity Steve Ross, Policy and Program Development Specialist, Department of Children, Seniors, and Social Development
November 15	<ul style="list-style-type: none"> The Role of the Nurse Practitioner Martha North, Regional Nurse Practitioner, Opioid Dependence Treatment Program, Labrador-Grenfell Health
November 22	<ul style="list-style-type: none"> Toward the Genomic Era of Healthcare: Engaging Canadian Nurses with Genetics and Genomics April Pike, Acting Dean, Associate Dean Research, Memorial University of Newfoundland Faculty of Nursing Rebecca Puddester, PhD Student, Memorial University of Newfoundland Faculty of Nursing. Acute Care Medicine, St. Clare's Mercy Hospital

CONTINUING EDUCATION SESSIONS

FALL 2022

Tuesdays 1400-1500h (NST)

<i>December 6</i>	<ul style="list-style-type: none">• The Experiences of Women Who Had Gestational Diabetes and Are at Risk for or Go on To Develop Coronary Artery Disease: A Grounded Theory Study <i>April Pike, Acting Dean, Associate Dean Research, Memorial</i>
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The above Sessions will be recorded and available on the web after the event.

To access archived teleconference sessions, [CLICK HERE](#)

How to Attend Continuing Education Sessions

Registration is required to attend all virtual education sessions.

REGISTER NOW BY CLICKING THE DATE/TOPIC (above) OR [CLICK HERE](#)

If you need assistance with registration, contact Jennifer Lynch at jlynch@crnnl.ca, 709-753-6075 or 1-800-563-3200. All sessions will utilize the Zoom platform. Details on how to attend the session will be emailed to those who register. Access is provided five minutes prior to start time.

**REGISTER
NOW FOR
ALL FALL
SESSIONS!**

Article Submission: The Role of the Nurse Practitioner

Author: Margot Antle, President - Newfoundland and Labrador Nurse Practitioner Association

Nurse Practitioner (NP) practice has been growing and evolving at a rapid rate in our province in the last 5 years, most notably in primary health care - but, why?

Access to primary health care is a daily challenge in Newfoundland Labrador and this is evident in our poor health outcomes and ballooning health care expenses. NPs are an obvious solution to the primary health care crisis, with some of the widest scope of practice in the country that includes: advanced health assessment; diagnoses and management of acute, chronic, and complex conditions, the ability to order and interpret blood work, diagnostic imaging and other forms of energy, and other significant abilities.

NPs are extremely cost effective, which is often the focus of discussion (and an important discussion it is!). However, NPs offer much more to our suffering system than cost savings. NPs are independent clinicians that have an expertise in people - they provide high-quality, comprehensive, person-focused care which results in improved health outcomes. Furthermore, NPs have a focus on preventative health, which is vital to our province's health care situation. As we move towards a team-based and collaborative approach to primary health care, NPs bring this holistic model of care full-circle to attach patients to high quality primary health care services and improving access to care now. I look forward to the NP role being fully embraced and continuing to thrive in our province.

Margot Antle BN RN MN NP

President - Newfoundland and Labrador Nurse Practitioner Association



SAVE *The* DATE

28-29 OCT 2022

*You are invited to celebrate Nurse Practitioners in
Newfoundland and Labrador*

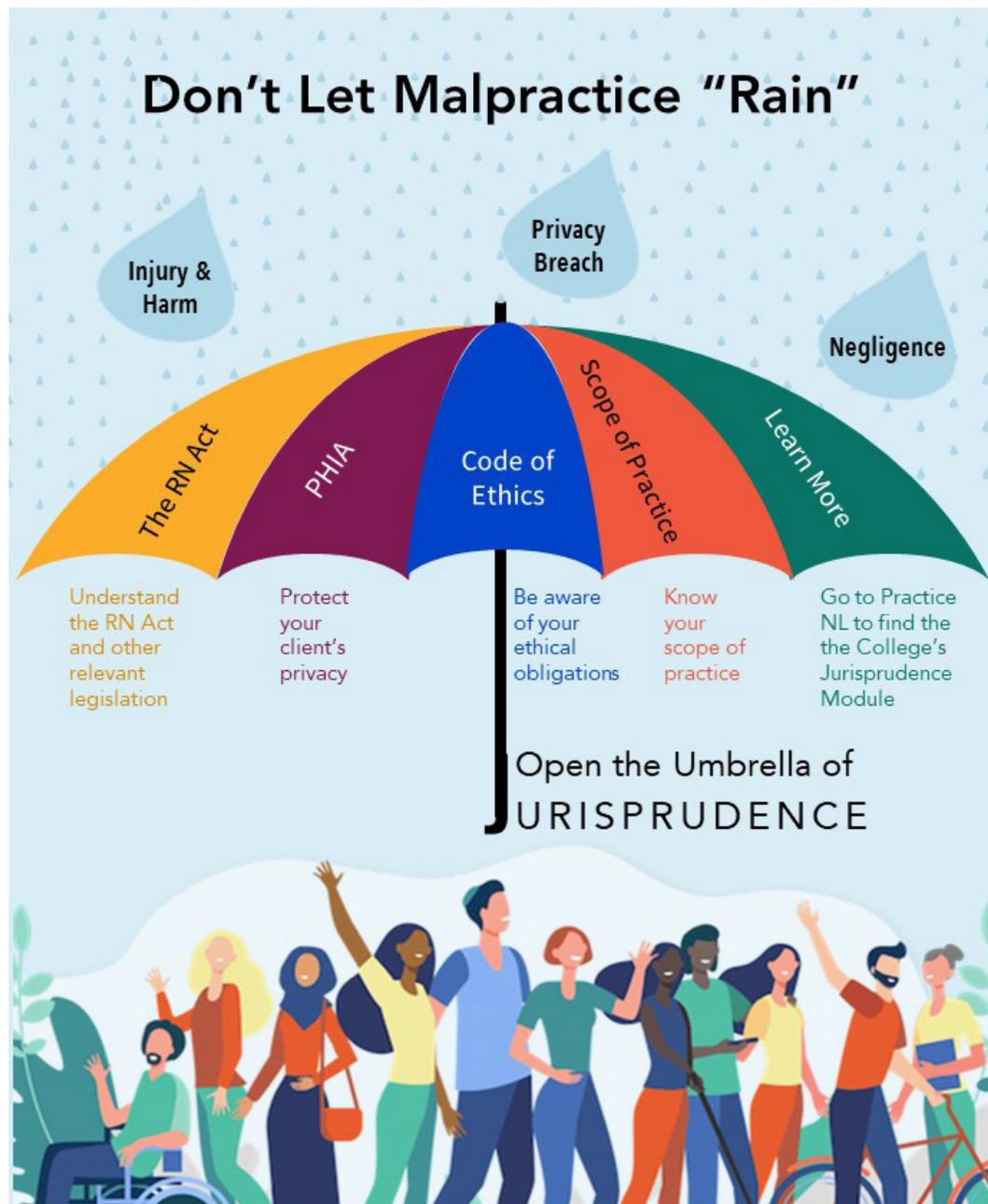
**Newfoundland and Labrador
Nurse Practitioner Association
Annual Conference**

SIGNAL HILL CAMPUS | ST. JOHN'S, NL

Student Submission: Understanding Nursing & the Law

Developed by: Amanda Davis, Victoria Lewis, Caitlin Moores and Dawson Sampson

The infographic was created by four students from the Centre for Nursing Studies Bachelor of Science in Nursing Program, as part of the NURS3500 course. As their final project, Amanda Davis, Victoria Lewis, Caitlin Moores and Dawson Sampson developed this infographic to demonstrate how the word jurisprudence is a broad “umbrella” term used to represent the many aspects of the law that relate to nursing practice. The infographic demonstrates how a nurse’s understanding of the law in relation to nursing practice helps ensure clients and the population receive safe, competent, professional, and ethical nursing care.



Article Submission: Learning Journey

Enhancing Nursing Students' Knowledge about the Mental Health of Indigenous Populations in Canada

Authors: Ethan Byrne, Hillary Furlong, & Emily Gallant (Qalipu Mi'kmaq member) with faculty guidance from Glenda Manning

There is an increasing awareness and recognition for the need to gain a greater understanding of Indigenous mental health in nursing education. Within the nursing curriculum, the quality of education and ultimately nursing care in relation to Indigenous mental health can be enhanced when students acquire knowledge about culture, health, history and healing practices. To promote awareness and enhance knowledge on Indigenous mental health in the nursing curriculum, third year nursing students completing a mental health course had an opportunity to develop, lead and present a seminar titled, Indigenous Populations in Canada and Mental Health.

In this article, we will discuss mental illness among Indigenous populations and provide an overview of the seminar content. Factors that led to increased rates of mental illness amongst Indigenous populations, the importance of holistic care and the need for greater cultural awareness in nursing will also be examined. Nursing implications including practice, education, research and administration will be addressed. Nurses are in a unique position to make changes to improve the care of Indigenous populations experiencing mental health issues.

BACKGROUND

The mental health of Indigenous populations is underrepresented in the nursing literature. Many factors, including early childhood experiences and environment can impact a person's mental health. Indigenous populations have been subjected to numerous injustices rooted in colonialism resulting in resettlement, residential schools, poverty, loss of identity, loss of loved ones, and loss of land.

There are disproportionately increased rates of mental illness among Indigenous populations in comparison to non-Indigenous groups including higher rates of anxiety disorders, psychotic disorders, substance-related disorders, post-traumatic stress and suicide. Income inequality and lack of access to services have also contributed to psychological distress and suicidal behaviours among Indigenous peoples living off-reserve in Canada. The social determinants of health such as poverty, unemployment, and housing play significant roles in mental health issues experienced by Indigenous populations. Many Indigenous communities have limited health care services and residents have to travel great distances to access treatment and specialists. A Canadian study examining the impact of the COVID-19 pandemic and mental health revealed that 60% of Indigenous participants reported that their mental health worsened with physical distancing. Indigenous populations endure numerous challenges in health care that stem from health care providers' discriminatory attitudes and behaviors that can lead to misunderstandings and set the stage for poor interactions. The consequences of colonialism and past events continue to significantly impact the mental health of Indigenous populations with a loss of cultural traditions, intergenerational trauma, discrimination, stigma, and social inequalities. The harm caused by intergenerational trauma is complex and trauma can be passed down through generations.

Seminar Description

The key aspects pertaining to the seminar, Indigenous Populations in Canada and Mental Health are as follows:

- A Land Acknowledgement of the territory where we gathered as the ancestral homelands of the Beothuk, and the island of Newfoundland as the ancestral homelands of the Mi'kmaq and Beothuk was shared. A recognition of the Inuit of Nunatsiavut and NunatuKavut, and the Innu of Nitassinan, as the original people of Labrador was respectfully noted.
- Student led 90 minute presentation accompanied by visual aids and interactive activities.
- A student activity examining biases related to mental health and Indigenous populations.
- Background information and pertinent TRC (2015) content examining factors that contributed to complex mental health issues

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among Indigenous populations and trauma-informed care were explained.

- Videos were used to emphasize intergenerational trauma and self-harm among Indigenous populations.
- The Medicine Wheel, a holistic approach in maintaining a balance in life and health in many Indigenous cultures was described.
- The Two-Eyed Seeing approach used to bridge the gap between western medicine and Indigenous culture with a focus on building respectful, collaborative relationships was described.
- Case studies, addressing cultural sensitivity, biases, past trauma, communication, and respect were integrated into the seminar.
- To honor the healing journey of residential school survivors, the significance of Orange Shirt Day was acknowledged through a discussion and pictorials.
- The Talking Stick, a communication tool made of natural wood or driftwood which is used in Indigenous cultures during meetings whereby the holder of the Talking Stick share their views without being interrupted was shared with the seminar group. All students had an opportunity to hold the Talking Stick and share a learning moment from the seminar content that could be transferred to clinical practice.
- Opportunities for questions and feedback were made available to seminar participants.

NURSING IMPLICATIONS

Nursing implications related to practice, education, research and administration were addressed.

Practice

Nurses have endless opportunities to support Indigenous clients, their families, and communities in achieving and maintaining optimal mental health. To be culturally aware, nurses must recognize their own values, beliefs and practices. This can be achieved by using cultural assessment tools available in practice and by asking clients questions about their community, beliefs, traditional medicines and practices. The availability of Indigenous interpreters and family to assist clients with translating information during interactions would be beneficial. Having access to Aboriginal Patient Navigators to bridge the gaps in helping clients navigate the health care system in Newfoundland and Labrador is vital. Understanding and respecting non-verbal behaviors, specifically regarding eye contact is vital to the nurse-client relationship. Indigenous people are traditionally taught to avoid eye contact with authority figures as a means to show respect.

Culture, spirituality, family and community play important roles in plans of care for Indigenous populations. Both the Medicine Wheel and the Two Eyed Seeing Approach can be blended into practice whereby the Indigenous perspectives and traditions, and the western world views are considered to help improve mental health outcomes.

In caring for persons with substance use issues, traditional practices such as sweat lodges, sharing circles and healing lodges may be more appropriate as part of treatment than the standard interventions. Nurses should be knowledgeable about the referral process and treatment options in hospitals such as Shkaabe Makwa (Spiritual Bear Helper), an Indigenous led hospital in Toronto that incorporates traditional healing to improve health care services to First Nations, Metis and Inuit.

Nurses need to be informed about intergenerational trauma and trauma informed care. For clients experiencing past or current traumatic events, it is crucial for nurses to use a trauma informed care approach which promotes a sense of safety and empowerment for the client.

Education

Nursing curricula is ideally placed to introduce and build on cultural awareness and knowledge. Schools of nursing are working to indigenize the curriculum and repair relationships with Indigenous populations. Increasing education and examining the impact of colonialism, residential schools, and intergenerational trauma on mental health is essential.

Article Submission: Learning Journey

Enhancing Nursing Students' Knowledge about the Mental Health of Indigenous Populations in Canada

Authors: Ethan Byrne, Hillary Furlong, & Emily Gallant (Qalipu Mi'kmaq member) with faculty guidance from Glenda Manning

Faculty play vital roles in providing a culturally safe environment for nursing students but may not always possess the required knowledge to share with students. Opportunities for faculty to avail of professional development to achieve this necessary knowledge is crucial.

To optimize varied learning approaches, faculty could extend invitations to Indigenous nurses and Elders to engage in education. Partnering with the Knowledge Keepers and Elders to share traditional knowledge, experiences, stories, and wisdom with students through workshops and talking circles could be beneficial with empowering students to respond to diverse health care needs. Availing of student practicum experiences in Indigenous communities and health care settings could be an asset. Continuous use of presentations, assignments and case studies relevant to Indigenous populations integrated into the nursing curriculum could contribute to meeting the Calls for Action as outlined by the TRC.

Both educators and nurses in practice should have access to cultural safety training to foster positive relationships with Indigenous clients and the community. Nurses can also take advantage of webinars, online courses and educational resources to increase their knowledge on Indigenous populations and mental health. Nurses and nursing students can embrace initiatives that promote change and lead to better mental health outcomes.

Research

There is a gap in the literature related to the mental health of Indigenous populations. However, there was relevant information on specific illnesses such as anxiety and substance related disorders. Studies comparing the mental health of Indigenous people living on and off reserves was limited. The available literature on access to mental health services for Indigenous clients and populations was scarce and merits the need for more research. Furthermore, additional research is warranted in relation to the social determinants of health and their impact on mental health. Attitudes and behaviors of health care providers and their impact on meeting the health care needs of Indigenous populations require further exploration.

Administration

Administrations have a significant role to play to support Indigenous populations by making the necessary changes to promote better quality care and health outcomes. Managers could support nurses by promoting educational opportunities that focus on cultural safety and awareness and communication that could enhance knowledge and care. Similarly, administration should continue to provide and support virtual consultations and telehealth strategies that are beneficial in addressing accessibility to mental health services in communities outside larger urban centers. Currently, telehealth services are implemented in various communities within Newfoundland and Labrador.

SUMMARY

The importance for nurses to be aware of past events that contribute to increased rates of mental illness among Indigenous populations was presented. Nursing interventions to strengthen cultural awareness and knowledge, the integration of various approaches to support education, practice, and research were presented and summarized in the seminar. By working together and respecting cultural views, practices and traditions, nurses could play significant roles in promoting changes to improve the care and treatment of mental health of Indigenous populations in Canada.

Professional Conduct Review

Notifications

Allegations Resolved

On August 10, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant related to the Registrant's failure to submit their Continuing Competency Program (CCP) documents for the 2019-2020 CCP Audit contrary to Section 17(3) of the Registered Nurses Regulations (2013). The Registrant was required to submit her CCP Audit documentation for the 2020-2021 and 2021-2022 Audits. The Registrant was also required to complete specified remedial education.

On September 14, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant who practiced without a licence for a period exceeding three days and thereby failed to maintain liability protection in accordance with the Registered Nurse Regulations (2013). The Registrant was required to complete specified remedial education by October 14, 2021.

On January 12, 2022, the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant wherein the Registrant failed to follow the proper isolation requirements when visiting a family member who was a patient in the hospital on two separate occasions. 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 learning.

On January 13, 2022, the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant wherein the Registrant engaged in poor practices with respect to pain assessment; and management and documentation associated with narcotic medications. The Registrant was required to obtain a medical report confirming fitness and capacity to practice. In addition, the Registrant is to undergo random urine drug and alcohol screening and to be subject to practice monitoring reports for a period of time. The Registrant was also 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 learning.

On March 4, 2022, the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant wherein the Registrant engaged in conduct deserving of sanction in that the Registrant displayed an inability to employ appropriate assessment practices; failed to communicate significant changes in patient condition to the physician and failed to appropriately document a situation. The Registrant was required to complete specified remedial education, including a reflective paper with specified content, and to meet with a College Nursing Practice Consultant to reflect on the Registrant's learning.

On April 4, 2022, The Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation included issues of inappropriate medication administration practices and breach of the Code of Ethics and Standards of Practice for Registered Nurses and Nurse Practitioners. The Registrant was required to complete a number of conditions, including obtaining a medical report to confirm fitness and capacity to return to nursing practice and to undergo random drug and alcohol testing for a specified time. The Registrant's licence to practise nursing shall be restricted for a period of one year such that she shall not dispense, administer, count, or otherwise handle narcotics.

On April 22, 2022, the Director of Professional Conduct Review resolved an allegation between a Complainant and a Registrant wherein the Registrant failed to provide care in accordance with Standards of Practice and/or employer policy; failed to document appropriately; used inappropriate language in the workplace; failed to give medications in a timely manner and failed to follow physicians' orders. The Registrant was required to provide a letter of fit to practice from a physician; complete specified remedial education, write a reflective paper, including specified content, and meet with a CRNRL Nursing Practice Consultant to reflect upon the Registrant's learning.

On September 1, 2022, the Director of Professional Conduct Review resolved an Allegation with a Registrant related to the Registrant's failure to submit their Continuing Competency Program (CCP) documents for the 2018-2019 CCP Audit contrary to section 17(3) of the Registered Nurses Regulations (2013). The Registrant was required to submit her CCP Audit documentation for the 2018 - 2019 Audit. The Registrant was also required to complete specified remedial education.

Professional Conduct Review

Notifications

Allegations Dismissed

In a decision dated February 18, 2022, the Complaints Authorization Committee (CAC) 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 advocate on behalf of a client, providing inaccurate information about a client and delaying treatment for a client. In addition, the allegation alleged that the Registrant lacked empathy and compassion. The CAC reviewed the matter and found that there was insufficient evidence to support the allegation.

In a decision dated February 21, 2022, 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 monitor the Complainant's condition resulting in a worsening of the Complainant's condition leading to a necessary overnight observation in hospital and that the Respondent failed to communicate with a doctor in a timely fashion. The CAC reviewed the matter and found, considering the evidence before them, that the conduct did not rise to the level sufficient to conclude that there were reasonable grounds to conclude the Respondent engaged in conduct deserving of sanction.

In a decision dated February 23, 2022, 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 appropriately triage the Complainant when the Complainant attended for care and that the Registrant subsequently falsified and/or tampered with medical records by completing a triage report without assessing the Complainant. The CAC reviewed the matter and found, considering the evidence before them, there were no reasonable grounds to believe the Registrant engaged in conduct deserving of sanction.

In a decision dated March 31, 2022, 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 document and/or failed to document appropriately; failed to complete assessments; failed to communicate with a physician; and/or administered a medication inappropriately. The CAC reviewed the matter and found that, even if proved, the Registrant's conduct did not rise to the level required to establish reasonable grounds to believe the Registrant engaged in conduct deserving of sanction.

In a decision dated March 31, 2022, 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 was guilty of conduct unbecoming a Registered Nurse as a result of statements made in a public forum. The CAC reviewed the matter and found that there were no reasonable grounds to believe the Registrant's conduct rose to the level of conduct deserving of sanction.

In a decision dated April 1, 2022, the Complaints Authorization Committee dismissed an allegation filed against a Registrant. The allegation alleged the Registrant engaged in conduct deserving of sanction in that the Registrant did bear false witness in written and signed document related to a workplace incident. The CAC reviewed the matter and found there were no reasonable grounds to believe the Registrant's conduct rose to the level of conduct deserving of sanction.

In a decision dated May 9, 2022, the Complaints Authorization Committee dismissed an allegation filed against a Registrant. The allegation alleged the Registrant engaged in conduct deserving of sanction in that the Registrant accessed, on more than one occasion, patient records without authorization as the individuals were not within the Registrant's circle of care. The CAC reviewed the matter and found there were no reasonable grounds to believe the Registrant's conduct rose to the level of conduct deserving of sanction.

Professional Conduct Review

Notifications

Allegations Caution and Counsel

In a decision dated February 23, 2022, the Complaints Authorization Committee, having reviewed a Report by the Director of Professional Conduct Review with respect to Allegations filed against a Registrant, was of the opinion that there were reasonable grounds to believe the Registrant engaged in conduct deserving of sanction in that the Registrant failed to disclose to a physician that an altercation took place before the death of a resident and further failed to document findings of an ongoing assessment and that the Registrant's assessment of a resident was insufficient. The CAC, in considering the Registrant's accountability, remedial education and subsequent practice, cautioned the Registrant with respect to their future conduct and accountability as a regulated professional.

In a decision dated February 23, 2022, the Complaints Authorization Committee, having reviewed a Report by the Director of Professional Conduct Review with respect to allegations filed against a Registrant, was of the opinion that there were reasonable grounds to believe that the Registrant engaged in conduct deserving of sanction in that the Registrant made inappropriate comments to a co-worker that were unprofessional and in violation of policy and practice standards and that the Registrant failed to respond to the College. The CAC counselled the Registrant to update their personal contact information in the College registration data base and to review the Canadian Nurses Association Code of Ethics for Registered Nurses Values A: Providing Safe, Compassionate, Competent and Ethical Care; and Value G: Being Accountable.

In a decision dated March 31, 2022, the Complaints Authorization Committee, having reviewed a report by the Director of Professional Conduct Review with respect to an Allegation filed against a Registrant, was of the opinion that there were reasonable grounds to believe the Registrant engaged in conduct deserving of sanction in that the Registrant failed to adhere to the terms and conditions of an Agreement she entered with the College to Resolve an Allegation filed against her and failed to respond to the College. The CAC counselled the Registrant to confirm to the Director of Professional Conduct Review that she had met the outstanding terms of the Agreement within a specified timeline. The CAC further issued a caution to the Registrant with respect to her future conduct and accountability as a regulated professional.

In a decision dated May 9, 2022, the Complaints Authorization Committee, having reviewed a Report by the Director of Professional Conduct Review with respect to Allegations filed against the Registrant, was of the opinion that there were reasonable grounds to believe the Registrant engaged in conduct deserving of sanction in that the Registrant failed to notify the College of her employer and any disciplinary proceedings or pending disciplinary proceedings in another jurisdiction and such was in breach of section 11(1)(b) and (c) of the Registered Nurses Regulations. The CAC cautioned the Registrant to reflect upon her conduct and counseled the Respondent to complete the Jurisprudence Module through Memorial University NL in accordance with section 23(3)(a) of the Act.

In a decision dated May 9, 2022, the Complaints Authorization Committee, having reviewed a Report by the Director of Professional Conduct Review with respect to Allegations filed against the Registrant, was of the opinion that there were reasonable grounds to believe the Registrant engaged in conduct deserving of sanction in that the Registrant failed to respond to communication from the College. The CAC cautioned the Registrant to reflect upon her conduct.

In a decision dated May 24, 2022, the Complaints Authorization Committee, having reviewed a report by the Director of Professional Conduct Review with respect to an Allegation filed against a Registrant, was of the opinion that there were reasonable grounds to believe that the Registrant engaged in conduct deserving of sanction in that the Registrant failed to respond to the College. The CAC cautioned the Respondent to ensure that communications from the College are promptly read.

Professional Conduct Review

Notifications

Adjudication Tribunal Decisions

In a written decision dated February 4, 2022, the Adjudication Tribunal found Cody Elsegood, Registration No. 22449 (the “Respondent”), guilty of conduct deserving of sanction under the Registered Nurses Act, 2008, subsection 18(c)(i) professional misconduct, 18(c) (ii) professional incompetence and 18(c)(v) breach of the Code of Ethics for Registered Nurses in relation to an allegation filed by Labrador Grenfell Health Authority. The Allegation alleged that on October 18, 2019, and November 11, 2019, the Registrant failed to meet the expected standards of practice of a registered nurse related to her medication administration practices and documentation while working at the Labrador Health Centre in Happy Valley-Goose Bay, NL. The Adjudication Tribunal accepted an Agreed Statement of Facts and ordered that the Respondent’s licence to practise nursing shall continue to be suspended pending the provision of a medical report from her treating physician confirming her fitness to return to nursing practice; the provision of three random drug and alcohol screens each not less than 30 days apart; and successful completion of specified coursework.

In addition, the Respondent must also successfully complete Code of Ethics and Jurisprudence learning modules; review College documents/resources; submit a written reflection; and meet with a College Nursing Consultant, Policy and Practice within 30 days of the Tribunal’s written decision.

Following the return to practice the Respondent shall provide twelve random drug and alcohol screens over one year period, each not less than 30 days apart; and quarterly reports from physician confirming compliance with terms specified.

The Adjudication Tribunal ordered that the Respondent pay a portion of the costs incurred by the College in the investigation and hearing of the complaint.

CALL FOR APPLICATIONS

Fall Funding Competition

Applications are being accepted in the following categories:

Continuing Education (\$500-\$1000)

Continuing education bursaries are available to assist members of the Trust with the self-paid costs of continuing education events/programs relevant to their nursing practice.

Note: Due to the impact of COVID-19 restrictions on CE event/program offerings, the bursary requirement that CE activities occur from July to December has been removed. Applications will be accepted for any CE activities/events completed in 2022.

Bachelor of Science in Nursing Scholarships (\$1000)

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

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

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

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

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

Nursing Research Awards (\$2500)

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

Applications are available on the Trust website (www.nlrntrust.ca)

Deadline to apply: **October 15th**. Late or incomplete applications **will not** be accepted.

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@nlrnttrust.ca



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

OPPORTUNITY TO JOIN COUNCIL

A call for nominations will be made by the nominations committee in the coming weeks for Council postings. The following **FOUR POSITIONS** will officially be open for nominations:

COUNCILLOR-AT-LARGE

COUNCILLOR-AT-LARGE

EASTERN REGION COUNCILLOR

WESTERN REGION COUNCILLOR

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