



2023-24

ANNUAL REPORT

CRN  **NL**

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

STRATEGIC OUTCOMES

PURPOSE

The College of Registered Nurses of Newfoundland and Labrador (the College) regulates the nursing profession so that the public of Newfoundland and Labrador receive safe, competent, and ethical care.



PUBLIC CONFIDENCE IN NURSING REGULATION

The public has confidence in nursing regulation through:

- Fair* and objective governance
- Evidence-informed** regulatory programs and services, and
- Contributions to public policy that support the health and well-being of the public

*Fairness includes transparent, timely, objective, and equitable.

**Evidence-informed includes credible, relevant, and innovative.



COMPETENT & ACCOUNTABLE PROFESSIONALS

Nursing professionals are competent and accountable through the establishment and use of Standards of Practice. ***

*** Standards of practice include the Standards, Code of Ethics, Scope of Practice, Continuing Competence and Professionalism



FUTURE-FOCUSED REGULATION

Nursing regulation is future-focused through progressive and innovative reforms

FROM THE COLLEGE CHAIR

Registered Nurses, Nurse Practitioners, and stakeholders, as Chair of College Council I present to you the 2023-24 Annual Report of the College of Registered Nurses of Newfoundland and Labrador.

Whenever I get asked about my involvement with the College, I very quickly find myself taking the opportunity to answer any and all questions I possibly can. These instances afford me an opportunity to spread the word about the role of a regulator and raise the importance of nursing self-regulation.

A source of particular satisfaction comes from being asked about my role as the Chair of the College Council. These instances provide me with both an opportunity to explain the role of the College but also the importance of the Council and how the decisions of the RNs and Public Representatives who comprise the Council impact registrants and the public as a whole.

That impact is precisely why being informed and getting involved matters. Why the privilege of self-regulation can't be understated. As the governing body, it is our Council who are tasked to make decisions which can have substantial impacts and this reporting period is no exception.

A wide variety of issues were presented and voted upon by the College Council from April 2023 to March 2024. These range from the routine approval of regulatory documents, to allowing for substantive registration and licensing processing reforms, to spearheading fundamental changes which will enable a more robust and stronger board composition and laying the foundations for the establishment of one provincial nursing regulator in Newfoundland and Labrador.

When a governing body is presented with the opportunity for change, they must decide one of two options: 1. Move forward and embrace growth and welcome progress or 2. Continue with the status quo and stay with what is familiar and comfortable. I'm pleased to state that our Council is very much in favour of option 1.

Our meetings this year were by no means inconsequential. I am so very proud to have been involved and led such transformative conversations. I am also more than grateful to have had the support of my fellow council members and the staff of the College during this reporting period. Serving as Chair of the Council of the College of Registered Nurses of Newfoundland and Labrador has been an honour and a privilege.



A handwritten signature in black ink that reads "Megan Hudson". The signature is fluid and cursive.

FROM THE EXECUTIVE DIRECTOR



2024 marks the 70th year of our organization. 70 years since the College had its inception as the Association of Registered Nurses of Newfoundland (ARNN) in 1954, a milestone of such significance is traditionally associated with platinum, -a fitting symbolization representing strength and endurance over time.

Each year at this time, our team at the College of Registered Nurses works diligently to report on the work of their respective departments. Reviewing the Annual Report as the Executive Director never fails to provide me with an incredible sense of pride and accomplishment, but this reporting period of 2023-24 has been a year of particular significance.

- *This year, our College introduced substantial reforms to our licensing and registration requirements. We reduced red tape and duplication for individuals from Canada and around the globe who applied to practice nursing in our province while ensuring our standards remained uncompromised.*
- *We invested substantial resources in upgrading our digital infrastructure. Alinity was launched and is a modern and secure registration software platform which enables RNs and NPs to*

apply for and renew their license, access and update their user profiles, log CCP, receive regulatory communications, and serves as a more secure and reliable platform during a time when identity theft and cyber threats are on the rise.

- *We took a unique and modernized approach to regulatory education and registrant relations. The introduction of the College Connection Podcast has been described as "a first of its kind" and has resulted in some of the most engaging and well-received initiatives the College has produced with hundreds of RNs and NPs from all over the province streaming episodes on our platforms each week and thousands of listeners/viewers last year.*
- *Finally, in what could be viewed as the most significant investment to date our College bid farewell to our address at 55 Military Road and found a new home at 1033 Topsail Road. The concept of purchasing a new property had been on the agenda for some time but in October of 2023, the College officially opened our new offices. Equipped with modern technology and state of the art amenities, the property serves as a hub for future focused regulation.*

While the aforementioned is just a highlight of our work this year, I encourage everyone to read this report in its entirety to get a true sense of the many imperative undertakings before us right now and beyond.

In the 70th year, our College has taken a modern and innovative approach to almost every aspect of our operations and while such initiatives are not without expense, I am particularly pleased to state that as a result of methodical and careful fiscal planning, these ventures have not changed the strong financial standing of our organization and have materialized without impacting fee structure for RNs and NPs.

In an age when our professional and personal obligations seem overwhelming, time moves at lightning speed, and each day of the calendar year seems dedicated to a litany of new anniversaries and dedications, one can be forgiven for sometimes not realizing the significance of the milestones in front of us.

As I reflect on the progress this past year, and all years prior, I take comfort in knowing that while the world in which we live is ever evolving, our vitally important contribution in Newfoundland and Labrador health care, like platinum, is solid, strong, and endures the test of time.

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

NEW BUILDING, NEW BEGINNING

In October of 2023 the College of Registered Nurses officially opened the doors of its new home at 1033 Topsail Road in Mount Pearl following the sale of its former location, 55 Military Road. The purchase of the new location (and the subsequent sale of the former) began at the end of the previous reporting period and were finalized in the Spring of 2023. Renovations and enhancements were made to the new site throughout the summer which resulted in a modern and efficient working environment for the College.

The planning of the new site was executed strategically as to allow for increased capacity and to accommodate for any potential shared or combined regulatory functions with other provincial health regulators.

The new site enables staff to better respond to the needs of registrants and to facilitate functions which aim to serve the public. Further enhancements to the site are being explored as internal and external needs are assessed and considered.



1033 Topsail Road, (above) the new site of the College of Registered Nurses of Newfoundland and Labrador

55 Military Road, the former site of the College of Registered Nurses was purchased by Stella's Circle, a non-profit organization with the mission of *Transforming lives through Real Homes, Real Help, and Real Work* and provides services to adults who face many barriers to fully participating in their community.

55 Military Road (right) was purchased by non-profit organization Stella's Circle in Spring of 2023



INTRODUCING ALINITY

In the Spring of 2023, the College began the process of launching our new licencing and registration system, Alinity.

Alinity is a new registrant management system by Softworks Group Inc. and is currently used in numerous jurisdictions by a wide range of Canadian health care regulators.

This new registrant management system marks the single largest technical upgrade the College has embarked upon to date.

This investment in upgrading the digital infrastructure will aim to assist employers, the public, and registrants against threats of identity-theft, fraud, and cyber attacks.

The goal of Alinity is to be a comprehensive regulatory management system for both the regulator and the registrant. The aim is to provide a streamlined approach to the traditional operations of the registration and licencing division while simultaneously providing RNs and NPs with a secure, centralized portal whereby they can submit and request forms and applications online, update their employment and personal information, log their CCP activity and much more.

As with all undertakings of this nature, a considerable investment was required. Stringent fiscal planning and foresight for the anticipated need for a more efficient and secure system enabled the College to implement Alinity with no impact on annual fees to RNs and NPs.

Information and education sessions were made available to familiarize RNs and NPs with Alinity prior to the renewal period.



ALINITY

THE COLLEGE CONNECTION PODCAST



In the past reporting period, the College introduced a new and modern initiative to increase registrant engagement and raise regulatory awareness.

The College Connection Magazine (formerly titled Access) was retired, the traditional Tuesday education events were repackaged; and the College Connection Podcast was launched.

Described by **Dr. Leigh Chapman, Chief Nursing Officer of Canada** (and guest of the podcast) as “...a fabulous initiative ...and a first of its kind for a Canadian nursing regulator...” The College Connection podcast is a series of regulatory-focused, education and information sessions for RNs and NPs in Newfoundland and Labrador.

Available on-the-go and on-demand 24/7, our College Consultants interview guests on a wide range of interesting and trending topics which are not only relevant to the mandate of the College but impacts the lives of RNs and NPs each day in practice.

Feedback from registrants on the podcast has been immensely positive and nursing leaders and partners in various jurisdictions have taken notice. All episodes can be used for the continuing competency program requirements and the College plans to build on this endeavour as we move forward. Launched in 2023-24 via Apple Podcasts, Spotify, Acast and YouTube, Seasons 1 and 2 included the following topics:

- o *Exploring the Person-Centered Care Practice Patterns of Mental-Health Nurses in NL: A Mixed-Methods Study*
- o *The Status and Evolution of Virtual Nursing Practice: A Multiple Comparative Case Study in Primary Care*
- o *Integration of Primary Care Education into Undergraduate Nursing Programs: A Scoping Review and Next Steps*
- o *New Graduate Nurses’ Mental Health and Wellbeing- Transitioning to Practice during COVID-19*
- o *Rural and Remote Continuing Education*
- o *Non-Traditional Environments- RNs in Corrections*
- o *Scope of Practice of RNs & LPNs*
- o *The Office of the Child and Youth Advocate*
- o *Top Ten Discipline Issues for Nurses in 2022*
- o *RNs & Disciplinary Actions: How it Works- Exploring the Regulatory Process*
- o *RN Prescribing: The Framework, Practice Guidelines, and FAQs*
- o *Prescription Monitoring Program (PMP-NL) and the Requirements for NPs*
- o *A Conversation with Provincial Chief Nursing Officer - NLHS - Joanne Pelley*

Since launching, the College can report record-breaking levels of engagement from RNs and NPs who stream, watch, and engage in this medium. With an estimated reach of over 5,000 individuals, engagement, attendance, and streaming increased by 50% over the previous year.

COLLEGE COUNCIL

The College of Registered Nurses is governed by the College Council.

The Council is comprised of ten Registered Nurses, all elected by RNs and NPs in Newfoundland and Labrador and four public representatives who are appointed through the IAC (Independent Appointments Commission).

Registered Nurses in our province have been afforded the privilege of self-regulation via the Registered Nurses Act, (2008) thus, the people of Newfoundland and Labrador are the primary focus of College Council.



Front row (L-R): Lynn Power - Executive Director, Seretha Wheaton - Practice Councilor, Patricia Rodgers - Councilor-at-Large, Megan Hudson, College Chair/Labrador-Grenfell Councilor, Melissa Colbourne - Education & Research Councilor, Donna Luther - Western Councilor, Mike Morris - Councilor-at-Large. Back row (L-R): Tonya Ryan - Central Councilor, Aubrey Dawe - Public Councilor, Neil Colbourne - Administration Councilor, Denise Chant - Eastern Councilor, Dr. Glyn George - Vice-Chair/Public Councilor, Louise Pinsent Parsons, Public Councilor, Rodney Pike - Advanced Practice Councilor, *Missing from Photo: Stephen Clark - Public Councilor*

COLLEGE COUNCIL

ITEMS FROM COUNCIL

LEADERSHIP ANNOUNCEMENTS

During this reporting period the following individuals were elected/appointed to College Council:

TONYA RYAN - CENTRAL REGION COUNCILOR
DENISE CHANT - EASTERN REGION COUNCILOR
MIKE MORRIS - COUNCILOR-AT-LARGE
PATRICIA RODGERS - COUNCILOR-AT-LARGE

MEGAN HUDSON - ELECTED CHAIR OF COLLEGE COUNCIL

MEETINGS OF THE COLLEGE COUNCIL & AGM

The Council of the College of Registered Nurses (College Council) held meetings in June, November and February. The 69th Annual General Meeting of the College of Registered Nurses of Newfoundland and Labrador was held on June 8th, 2023.

JUNE 2023

The audited financial statements for the year April 1, 2022, to March 31, 2023, were approved as presented.

Council approved the Strategic Outcomes Annual Progress Evaluation Report as evidence of satisfactory progress in the 2022-2023 period.

Staff provided overview of regulatory reforms which aim to expedite the licensing of Canadian and Internationally Educated Nurses.

Council directed staff to develop a competency-based board and nominations process.

Council approved the agenda for the 69th annual general meeting.

NOVEMBER 2023

Executive Director Lynn Power provided Council with the details of the move from the 55 Military Road to 1033 Topsail Road and showcased the new site of the College.

Registration updated Council on the regulatory reforms introduced in June 2023 and supplied the number of applications from Internationally Educated Nurses and Canadian nurses during this period.

Council approved the College to move forward with a self-reporting practice hours model.

Council approved the proposed use of Nursing Community Assessment Service for Internationally Educated Nurses and RNs re-entering practice via the Supervised Practice Experience Partnership Program (SPEPP). (continued...)

NOVEMBER 2023 (CONTINUED)

Council discussed Government relations and the status of collaborative efforts on the part of the College of Registered Nurses and the College of Licensed Practical Nurses to establish one nursing regulator in the province.

Council reaffirmed its support for the College's participation in discussions to establish initial and long term RPN (Registered Psychiatric Nurse) Practice in Newfoundland and Labrador.



Executive Director Lynn Power and College Chair Megan Hudson cut the ribbon at 1033 Topsail Road, the new site of the College of Registered Nurses of Newfoundland and Labrador

FEBRUARY 2024

College Council approved the budget for 2024/25 as presented.

Council reviewed the following educational program reports which met all conditions for continuance:

- *The MScN-NP Program*
- *BScN Collaborative Program*
- *IEN Bridging/Re-Entry Program*

The Registration department detailed the progress of the new registration software, **Alinity**.

Professional Conduct Review outlined trends in discipline and highlighted ongoing initiatives related to professional conduct.

Councilors agreed to the establishment of a working group to explore opportunities where the College could enhance regulatory communications and guidance to Nurse Practitioners in NL.

College Council held a broad discussion on the status of establishing one provincial nursing regulator.

Councilors approved a revised MAID document and the adoption of a Federal Model Practice Standard along with a guidance document that provides advice to health care professionals to support a consistent approach to MAID practice across Canada. A key change for NP practice with the approval of these documents is that NPs can now raise MAID with a client if certain criteria are met.

PUBLIC CONFIDENCE IN SELF REGULATION

REGISTRATION SERVICES

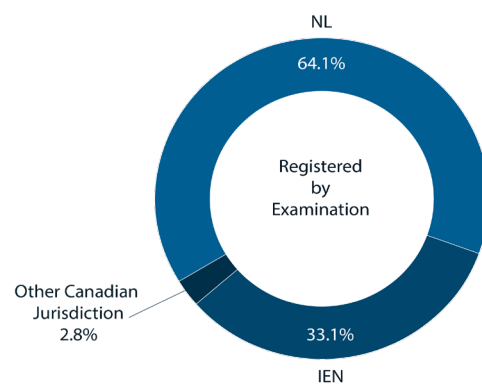
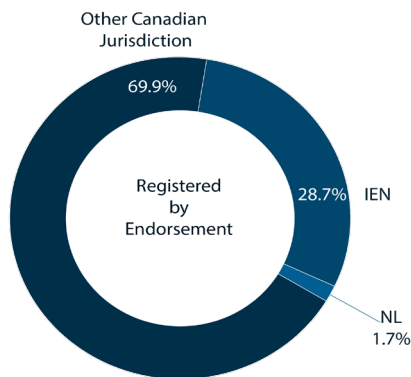
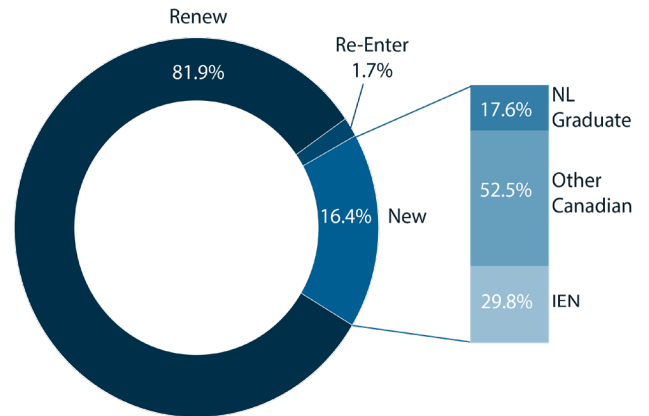
Each year the majority of registrants are those who renew a practicing licence. This year, 81.9% of registrants held a practicing licence last year, 1.7% re-entered (i.e., were previously registered), and 16.4% were new registrants.

The number of registrants who renewed a practicing license increased from 6429 to 6769 (4.8% increase).

The total number of entries (i.e., new registrants plus those who re-entered) increased from 749 to 1,394 (86.1% increase).

The number of new registrants more than doubled from 616 to 1262 (104.9% increase). In 2023-24, approximately one-in-six registrants (16.4%) were newly registered with the College.

For the second year in a row, the number of new registrants who were registered in another Canadian jurisdiction (i.e., registered by endorsement) exceeded the number who registered as an RN in Canada for the first time (i.e., registered by exam).



In June 2023 the College launched its new streamlined pathways for Internationally Educated Nurses (IENs). A new designated countries pathway was initiated where applicants who completed their nursing education in one of nine countries met the educational requirements for registration.

APPLICATION STREAMLINING

- 580** Applications received from IENs
- 66** Referred for Competency Based Assessment
- 18** Referred to full or partial Bridging Program

- 410** Granted provisional registration
- 15** SPEPP decision
- 203** Granted interim (24) or practicing (179) licensure

OUR NUMBERS

This year, 1327 complete applications were received. An application is considered complete when the application fee has been paid and the application is ready for review by College staff.

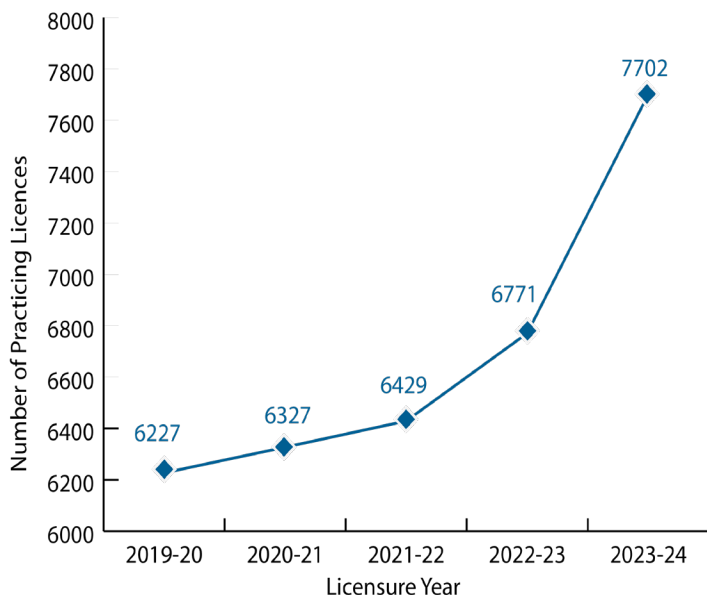
- 217** NL Graduates
- 530** Canadian RNs
- 580** IENs

At year end, there were 7702 registrants with a practicing licence, an increase of 13.7% from last year.

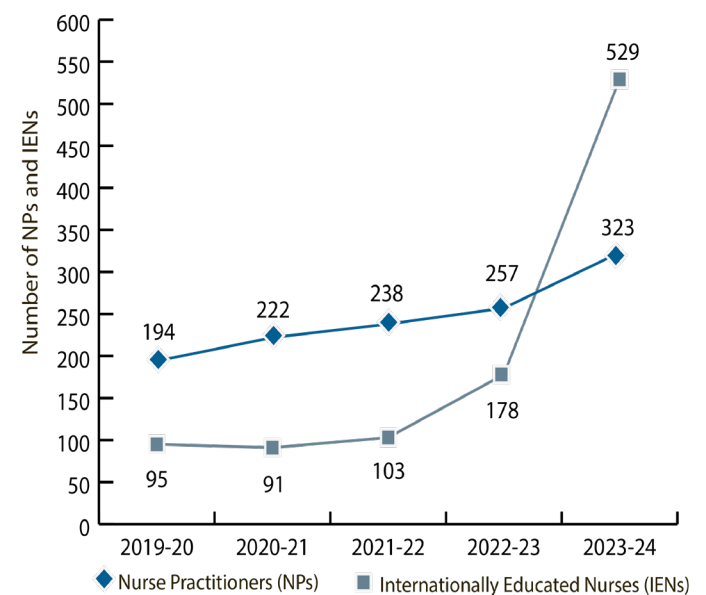
NPs accounted for 4.2% of practicing registrants at year end. A total of 323 registrants had a practicing NP licence, representing a 25.7% increase over last year.

Internationally Educated Nurses accounted for 6.9% of practicing registrants. A total of 529 IENs had a practicing license, an increase of 197% over last year.

NUMBER OF PRACTICING LICENCES



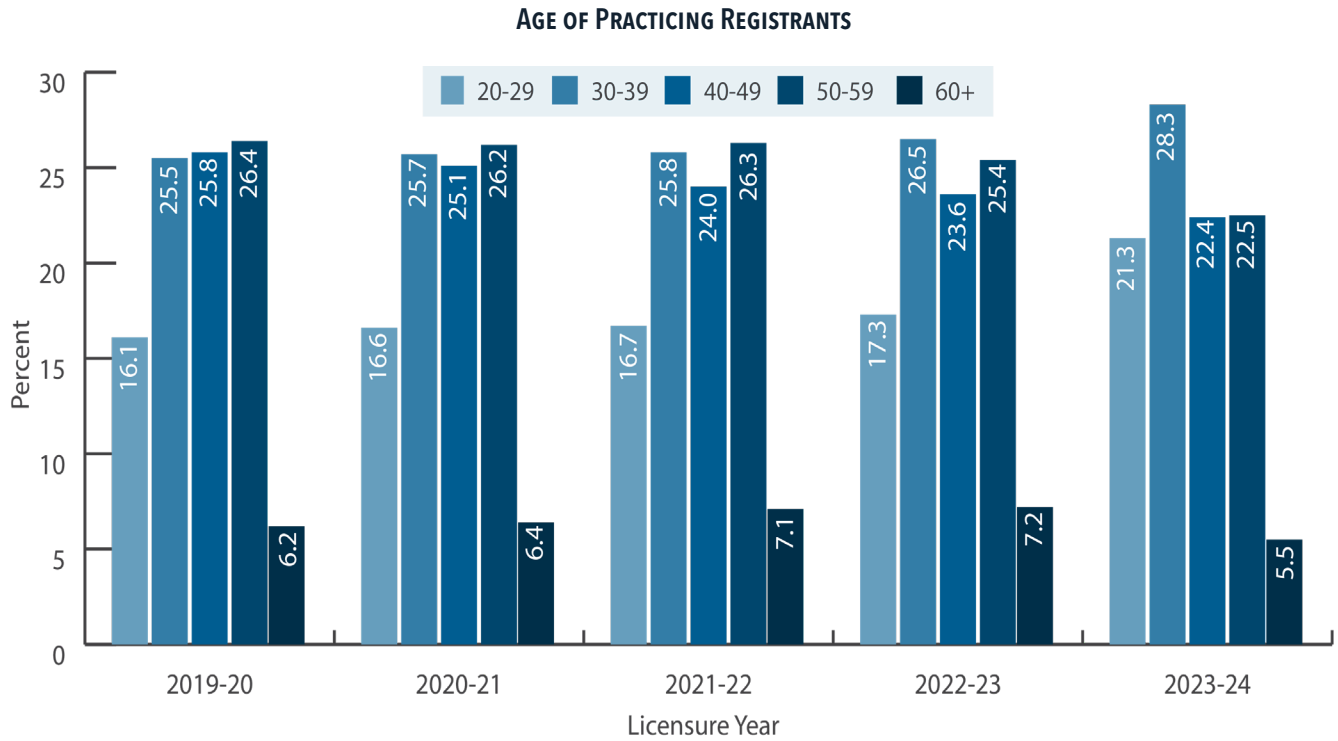
NUMBER OF NPs AND IENs



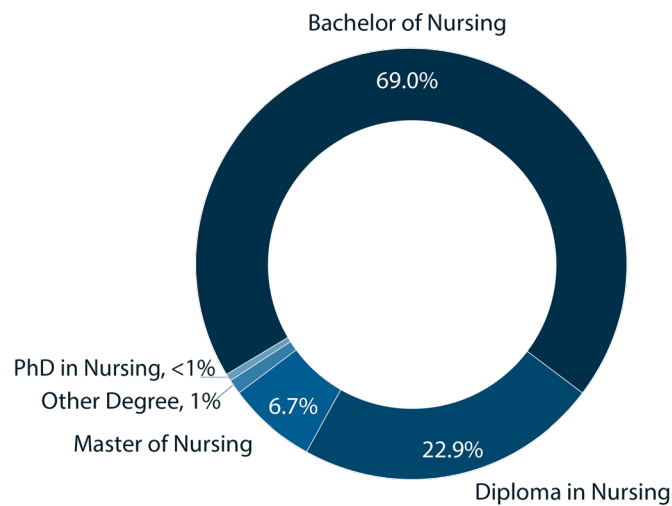
DEMOGRAPHICS

Over the past five years approximately half of all practicing registrants were in the 30-49 year age range.

The number of registrants who were over the age of 60 decreased from 488 to 422. This meant that the proportion of practicing registrants in this age group dipped below six percent for the first time in five years.

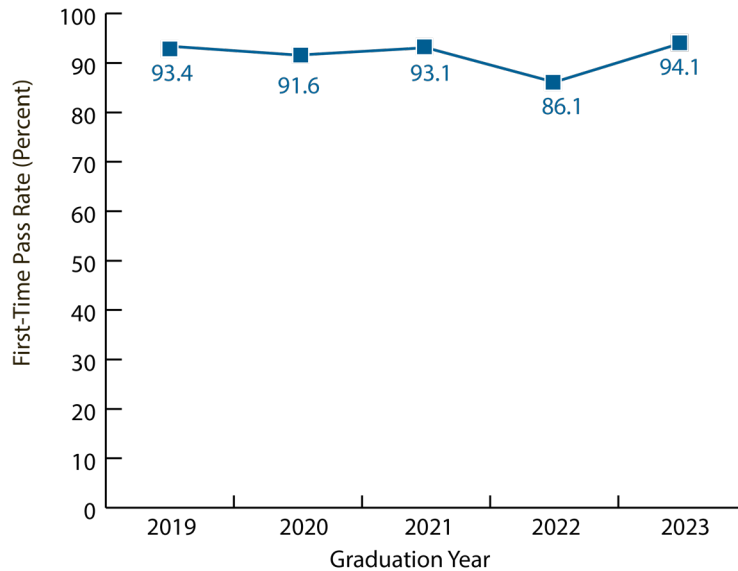


Seven-out-of-ten registrants (69.0%) had a Bachelor of Nursing as their highest education in 2023-24.



EXAMINATIONS

94.1% of graduates who completed a program at the NL schools of nursing in 2023 passed the NCLEX-RN® on their first attempt.



49% of internationally educated nurse applicants who wrote as an exam candidate of the College passed the NCLEX-RN® on their first attempt. This is on par with the national average for first time IEN writers (50%).

100% of NP-Family/All-Ages (F/AA) graduates who completed an NP program in 2023 successfully wrote the Canadian Nurse Practitioner Exam (CNPE) on their first attempt.



INTERJURISDICTIONAL NURSING LICENSURE (INL)

The Canadian Nurse Regulators Collaborative (CRNC) members across Canada are working on a process to facilitate INL for RNs, NPs, Licensed Practical Nurses (LPNs), and Registered Psychiatric Nurses (RPNs). The purpose of the INL implementation project is to develop and implement a multilateral framework agreement (MFA) through a memorandum of understanding (MOU) to streamline the licensure process across multiple jurisdictions. This project will create a more efficient system for registrants, a more consistent, coordinated, and timely experience for patients, and enhance workforce mobility, reduce administrative burdens, and promote standardization in licensure requirements.

EDUCATION PROGRAM APPROVAL

One of the important regulatory roles of the College is to approve and then annually review the performance of entry to practice (ETP) nursing programs in our province. In February 2024, College Council reviewed and accepted their annual reports. All excelled, thus met all the conditions for continuance, and received a continued approval status. The MScN – NP Program, based upon three years of cumulative data, scored 89% and the BScN Collaborative Program (three sites), based upon one year of data, scored a 100% grade. Due to timing of the initial approval of the IEN Bridging/Re-Entry program’s review there was no score, but on all measured indicators they continued to meet all requirements.

RESOURCES

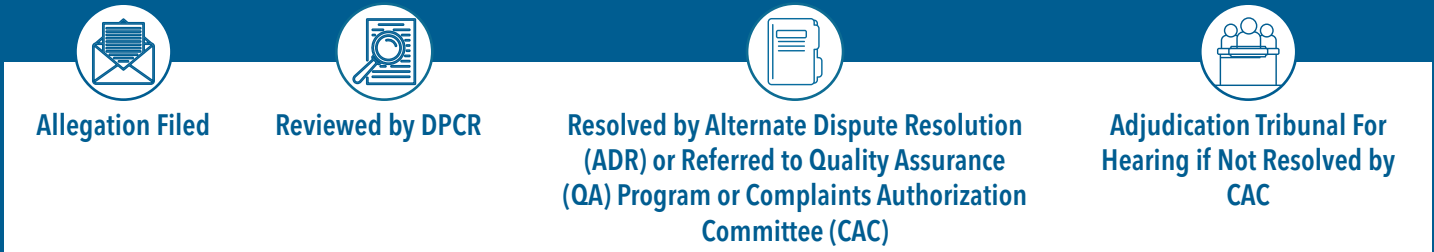
- New regulatory management system (Alinity) launched in July 2023. This new system provides registrants and applicants with a secure, easy-to-use portal to apply for a license, log CCP activities, submit and request documents and support other regulatory needs.
- A new competency-based assessment process was launched (Nursing Community Assessment Services (NCAS)). The assessment center is located at the Centre for Nursing Studies. Applicants are referred by the College for assessment to determine if bridging education is required to address competency gaps.
- Nurse Practitioners were added to the Supervised Practice Experience Partnership Program (SPEPP). SPEPP is employment focused and allows eligible individuals who do not meet currency of practice requirements the ability to be granted an interim licence with conditions (IL-C). They must obtain an NL employer. For NPs the program includes 900 hours of practice with a minimum of 300 clinical hours under direct supervision and 600 hours under indirect supervision. By successfully completing the program, NPs will meet currency of practice hours requirement and enhance their nursing knowledge, skill and judgement.
- Developed an application process for Internationally Educated Nurse Practitioners seeking licensure in Canada for the first time.
- The College implemented a self-reporting practice hours model. When renewing, an RN/NP can self-report the nursing practice hours they completed for each employer during the previous year. Self-reporting practice hours is used by all Canadian nursing regulatory bodies.
- The College continued to support exam development (NCLEX-RN® and CNPE:F/AA) with a number of registrants submitting their names for the first time and a number of registrants being selected to participate for item development activities.
- Registration and licensure web content, including applications and associated forms, examinations pages (RN and NP), fee schedule, and CCP were reviewed and updated throughout the year.

PROFESSIONAL CONDUCT REVIEW

The Professional Conduct Review (PCR) process is used to assess an Allegation and to intervene when a registrant's practice or conduct is unacceptable and deserving of sanction. The process is authorized by the Registered Nurses Act (2008) (the "Act").

The Act gives the Director of PCR (DPCR) authority to attempt to resolve an allegation or to refer it to the Quality Assurance (QA) Program or a Complaints Authorization Committee (CAC), which is comprised of members of Council. Where the CAC finds a complaint it may refer the complaint to an Adjudication Tribunal, convened by the Disciplinary Panel, for a hearing. The CAC may also recommend that the Council suspend, restrict, or further investigate a Registrant's practice pending final outcome of a hearing.

THE PCR PROCESS



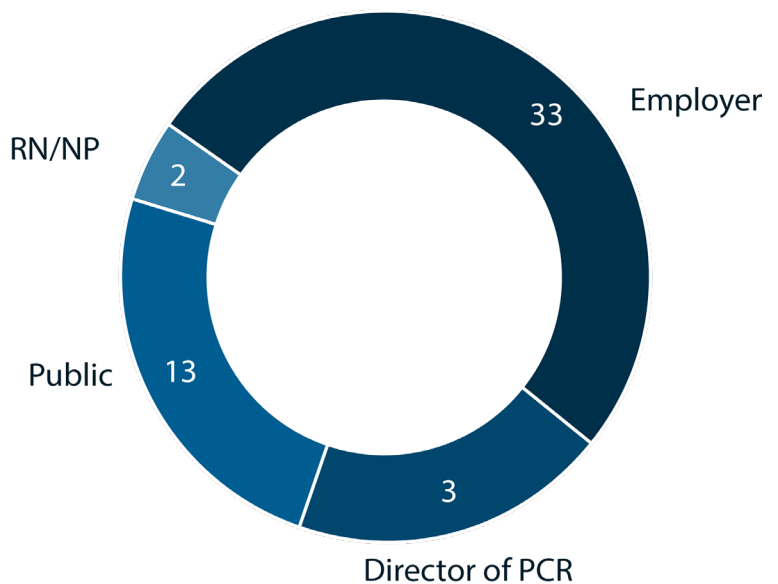
ALLEGATIONS

Fifty-one reports were filed alleging a registrant engaged in conduct deserving of sanction. This represents a 24% increase over the previous year. Analysis shows that there is a general trend towards increases in both the number of allegations, number of registrants and significance of the concerns.

Allegations were filed by a variety of sources and fell into one or more categories of conduct deserving of sanction.

Examples of conduct issues during this reporting period are as follows:

SOURCES OF ALLEGATIONS



32

Breach of Act, Regulations or Code

- Practicing without a licence and liability protection
- Failing to report conduct deserving of sanction
- Breaching obligations under an agreement

3

Conduct Unbecoming

- Breaching client privacy in personal communications
- Criminal convictions
- Inappropriate Social Media posts
- Harassment

28 Professional Incompetence

- Errors in medication administration processes
- Failure to demonstrate critical thinking
- Failure to complete physician orders
- Communication and documentation deficiencies
- Challenges with prioritization, time management
- Clinical skill deficiency

1 Incapacity/Unfitness

- Impairment due to substance abuse

31 Professional Misconduct

- Inappropriate Medication administration and/or management
- Mistreatment of a patient
- Alleged theft of narcotics or other restricted products
- Inappropriate comments to colleagues in the workplace
- Lack of transparency on application for registration
- Fraud
- Abuse of authority

QUALITY ASSURANCE (QA) PROGRAM

Where appropriate, the DPCR may refer an issue/concern that does not meet the standard for conduct deserving of sanction to the QA Program. In this year four matters were referred to the QA Program and all were resolved satisfactorily.

ALTERNATE DISPUTE RESOLUTION (ADR)

Where possible, the DPCR may attempt to resolve an allegation through the ADR process. In this year there were:

15 Attempts to resolve via ADR

8 Agreements pending signature

3 Agreements signed and being monitored

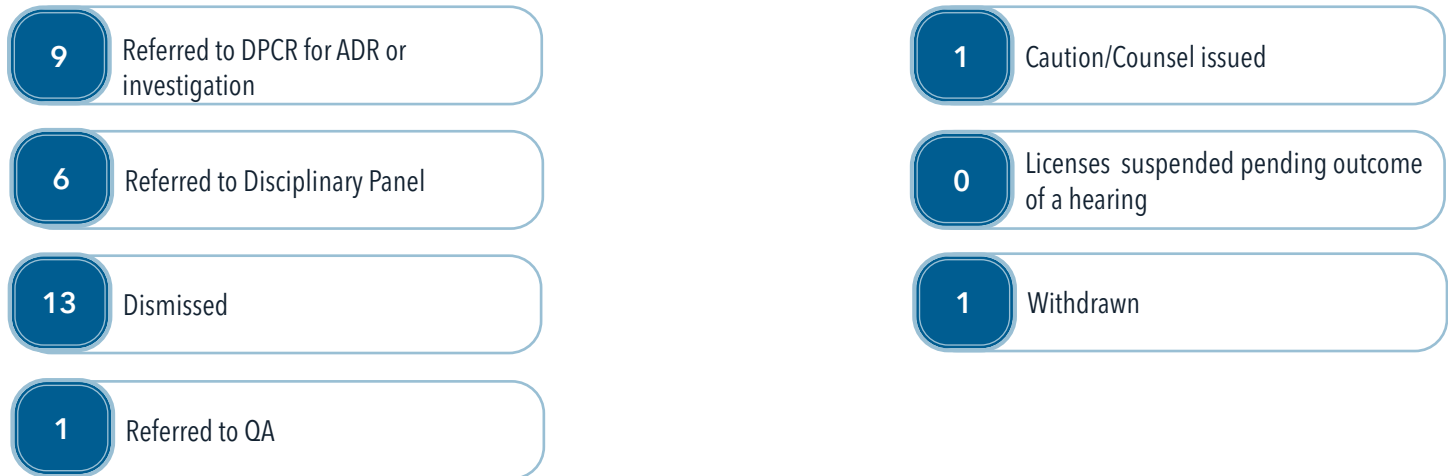
4 ADR agreements completed

0 Agreements entered into and failed

While the ADR process is well established, there are circumstances where it is not an option (e.g., an investigation is required; consent to explore not provided by Registrant or Complainant). The percentage of allegations where an ADR was explored was lower this year at 29% as compared to 37% last year and 56% the previous year and the percentage of matters dismissed by the CAC remained consistent.

COMPLAINTS AUTHORIZATION COMMITTEE (CAC)

The CAC met 12 times to review allegations lodged against 29 registrants. Outcomes of the CAC included:



ADJUDICATION TRIBUNALS

The Adjudication Tribunal heard nine matters. Adjudication Tribunals have four matters pending against four registrants.



The number of hearings held this year exceeds the five-year range of two to five hearings per year.

The outcomes of the disciplinary hearings are published as required under the Act when a Registrant is found guilty, and an Order of the Adjudication Tribunal suspends or imposes conditions or restrictions on a licence.

Notices of hearings are posted on the College website and shared with media. The hearing is open to the public unless an Adjudication Tribunal orders otherwise.

RESOURCES

- Council appointed eleven new Registrants and reappointed three Registrants to the Disciplinary Panel.
- Since 2016, Public Representatives have been appointed in accordance with the Public Service Commission Act.
- The use of electronic/digital technology in the PCR process continues to be used where appropriate (e.g., video/teleconference has been utilized in the investigation process to take witness statements).

COMPETENT & ACCOUNTABLE PROFESSIONALS



CONTINUING COMPETENCY PROGRAM

This year, the College's Continuing Competency Program (CCP) was transitioned to the new Alinity Database. As of July 24th, 2023, registrants were required to capture their CCP requirements under My learning through the Alinity Member Portal.

The CCP guide, CCP Framework, and FAQs were updated to reflect the Alinity changes, and the recorded education events were made available through archived events-Youtube and College Connection Podcast.

Over a period of four months, the 2023 CCP Audit was conducted for approximately 1800 registrants. As this was a learning year using the new platform, registrants were not required to resubmit any CCP requirements that were found to require improvement, but rather were instructed to attend an education session, 212 registrants attended. An additional three sessions were held to provide valuable information on the CCP, Alinity member portal, and tips for licensure renewal. In total, 580 registrants attended four sessions. Five additional education sessions were offered at the unit level and attended by 74 registrants.

Nursing consultants answered 473 practice calls related to CCP & Alinity over the past year. In total, 1127 registrants received some education on CCP & Alinity.

MAKING CONNECTIONS

Responded to 1001 practice calls. Most frequently asked questions were related to scope of practice, RN prescribing, CCP, virtual nursing practice, or self-employment. This was an increase of 227 or 29% in practice calls this year. This year consultants assisted 138 registrants in registration and general information questions.

In addition to CCP, consultants were invited to provide registrant education on a variety of topics including Scope of Practice - Collaborative Practice between RNs and LPNs, Accountability, Professionalism and Social Media, Fitness to Practice, Documentation Principles, RN prescribing, and Duty to Report. These education sessions were a combination of virtual and/or in person with over 908 Registrants in attendance. This was an increase of 208 or 30% in RN/NP attendance in education sessions over last year. CRNNL & CLPNNL provided 18 collaborative education sessions.

Presented to 552 RN & NP students on a variety of topics (Self-Regulation, Standards of Practice, Scope of Practice, Entry-Level Competencies (ELCs), Professionalism & Social Media, Fitness to Practice & Duty to Report, and Medical Assistance in Dying (MAID). This year the schools of nursing asked to have Fitness to Practice and Duty to Report content added to College presentations. These figures were relatively on par with last year.

NEW APPROACH TO REGISTRANT ENGAGEMENT & REGULATORY AWARENESS

The College Connection Podcast is a series of regulatory-focused information and education sessions for RNs and NPs in NL and was reformatted this past year. The first episode using the new format was on April 18, 2023. Seasons one and two were recorded live via Teams. The audience was able to join the podcast live or listen at a later time via podcast streaming platforms, such as Apple Podcasts, Spotify, or Acast. Video recordings of each session were also uploaded to YouTube. Prior to April 18, 2023, education events were held on Tuesdays with participants attending live or watching the recording on YouTube at a later time. These sessions provided information on new/emerging competencies for RNs, requirements for NPs who prescribe monitored drugs, Professional Conduct Review Process, leadership in nursing, virtual care, and emerging research.

Annual joint education event with the Newfoundland and Labrador College of Social Workers and the College of Licensed Practical Nurses of Newfoundland and Labrador called "Embracing Professionalism: Why it Matters" was held on February 13, 2024. This provincially broadcasted event attracted approximately 400 (396) health professionals.

Overall, Tuesday Education Events and the College Connection Podcast had over 2700 nurses registered for 18 sessions, which is an increase of 47% from last year.

This podcast is presented by the College of Registered Nurses of Newfoundland & Labrador and features a series of Regulatory-focused, information and education sessions for Registered Nurses and Nurse Practitioners in our province.

Available on popular podcasting platforms: Acast, Apple, Spotify, YouTube

RESOURCES

The practice team distributed 10 editions of Notes from the Practice Team-e-newsletter- this year which provided regulatory information from the College and practice team,, opportunities to participate in research, and consultations and surveys from key partners. On average, Notes from the Practice Team were sent to 6132 RNs/NPs each month and had an open-rate of 62.4%. This year, there was an 10% increase in registrants opening the e-newsletter and an additional 8% provided consent to receive the e-newsletter. 17.5% of registrants clicked on individual links (if available) within the newsletter from April to July, 2023, which showed a 10% increase of registrants accessing links within the newsletter over the past year.

In addition, time sensitive material was distributed through the practice team email, e.g., 17 emails were sent to NPs distributing memos on behalf of the Provincial Chief Medical Officer of Health on a variety of topics. These messages were opened 68% (an increase of more than 13% from last year) from April to July, 2023. To ensure RNs and NPs had the necessary resources to support safe practice the College revised/ created the following documents:

- **MEDICAL ASSISTANCE IN DYING**
- **RN PRESCRIBING APPLICATIONS**
- **SUPERVISED PRACTICE EXPERIENCE PROGRAM PRACTICE GUIDELINE**
- **SUPERVISED PRACTICE EXPERIENCE PROGRAM FAQ**
- **CCP FRAMEWORK**
- **CCP GUIDE**
- **CCP & CCP AUDIT FAQS**
- **SELF-EMPLOYMENT**
- **NON-TRADITIONAL ROLES ATTESTATION**
- **VIRTUAL NURSING LICENSURE REQUIREMENTS**



COLLABORATION/PARTNERSHIPS

The College collaborated with the College of Licensed Practical Nurses to create an Assignment of Care supporting document which focuses on the key considerations for assignment of care in practice environments that have both RNs and LPNs. The document was sent out for consultation and over 200 nurses provided feedback.

Collaborated with the Newfoundland and Labrador Nurse Practitioners Association to disseminate clinical information to NPs received from key external partners and on the opportunity to complete the NP Validation survey as part of the work of National Practice Analysis.

The College collaborated with NLHS, Department of Health and Community Services, the Chief Medical Officer of Health, and the Newfoundland and Labrador Pharmacy Board regarding the distribution of Naloxone kits. Changes to the Pharmacy Regulations made Naloxone an unscheduled drug. As a result of this revision, it is now easier for RNs to distribute Naloxone kits without having to follow the requirements of distributing a Schedule II drug.

The College of Registered Nurses and College of Physicians and Surgeons legal counsel met with officials from the Department of Health and Community Services responsible for the MAID portfolio to explore the possibility of creating a collaborative document for MAID based upon the newly released Federal Model Practice Standard for MAID and Companion Document.

The College was asked by Western Zone, NLHS, to review policy related to the Family Care Team to ensure it aligned with the College's Scope of Practice Framework and Standards of Practice for RNs and NPs.

The College collaborated with NLHS, Professional Practice and Quality & Risk Management, and Digital Health (NLCHI) regarding the ability to use the electronic medical record for medication reconciliation.

FUTURE-FOCUSED REGULATION

REGISTERED PSYCHIATRIC NURSES

The College held exploratory talks with the Government of NL regarding Registered Psychiatric Nurses (RPNs) and the possible introduction of this new nursing designation in the province. The College attended a roundtable discussion hosted by the NL Government with RPNs practising in Western Canada to help inform the scope of practice of RPNs and the role integration into our provincial health care system.

RN PRESCRIBING

On April 3, 2023, the NL Provincial Government announced amendments to the RN Regulations to permit RN prescribing. The College collaborated with Saskatchewan Polytechnic to create three NL specific courses that RNs are required to complete in order to be authorized to prescribe. A Practice Topic on the Practice Resources webpage was created to house information related to RN prescribing and the required courses. In addition, this year the RN Prescribing Application was created and posted to the webpage. Presentations on RN prescribing was provided for registrants and key partners attended by 656.

STUDENT ENGAGEMENT

The College's Student Representative Program was attended by a total of 17 students representing each year of the BScN Collaborative program from all three nursing schools, including the accelerated option, and the three satellite nursing sites in Gander, Grand Falls-Windsor, and Happy-Valley Goose Bay. Students received presentations on a variety of regulatory topics, including standards of practice, scope of practice, RN prescribing, and virtual care. A survey was sent to participants to gather feedback about the program. All respondents (six in total, or 35%) reported having an increased understanding of the College and nursing regulation by participating in the program. Furthermore, all respondents reported that the program met or exceeded their expectations.

POLICY

A non-traditional role attestation was developed and posted to the College website for those RNs/NPs considering practicing in non-traditional roles or domains that does not specifically require an RN or NP but wish their practice hours to be counted as RN or NP practice.

The College had representatives on a number of provincial committees and working groups and maintained an active role in the dissemination of relevant evidence-based information to registrants via Notes from the Practice Team or direct email via Practice Team email.

NEW MODEL OF NP REGULATION

The Canadian Council of Registered Nurse Regulators (CCRNR) took great strides this past year in moving forward strategically with two main elements of its multi-year, multi-faceted initiative for NP Regulation.

NP EXAM

CCRNR's NP Regulation Framework Implementation Plan Project (NPR-FIPP) worked with the Vendor to conduct a Practice Analysis. The PA will lead to the development of an exam blueprint, provide the basis for item writing, etc. and later inform the development of a national entry-level exam. The PA NP Validation Survey was distributed to all practicing NPs in March 2024.

ENTRY LEVEL EDUCATION PROGRAMS

With the approval of the NP ELCs in all jurisdictions by the end of 2023, Schools/Faculties of Nursing are currently updating curriculum to incorporate the revised national NP ELCs and adjusting curriculum/courses to move to the new one category of practice where NPs care for clients across the lifespan in all practice settings.

OTHER

- NPR-FIPP also struck a working group begin work on a legacy plan for those currently licensed as Family/All Ages, Adult, Pediatric, Neonatal, if they wish to move to the new one category of practice.
- There were also three Project News newsletters published during this past year.
- NPR-FIPP has begun to start receiving requests for presentations locally, nationally, and internationally on the new model for NP regulation. Communication materials were developed to accommodate these requests.

PARTICIPATION IN RESEARCH

The College has also supported various research initiatives including:

- Provided a letter of support for the fall 2023 MUNFON Research Grant application being co- led by Drs. Julia Lukewich and Robin Burry, entitled: "Understanding the Transition to Practice Experiences of Nurses and Their Contributions within Family Care Teams in Newfoundland and Labrador".
- Provided feedback on a 3PCN manuscript focused on redeployment of nurses during the COVID-19 pandemic.
- Posted the opportunity for RNs/NPs to participate in research eight times in Notes from the Practice Team.
- Consultant completed a survey on NAPRA Project: Modernization of National Drug Schedules Phase 18.
- Consultation survey from College of Registered Nurses of Saskatchewan (CRNS) and the Nurses Association of New Brunswick (NANB) on their revised collaborative NP Practice Standards document.
- College met with Deloitte regarding NL Health Human Resources Plan and completed their consultation survey.

REGULATORY CONTRIBUTIONS TO HEALTH POLICY



- Disseminated information provided by the Provincial Laboratory Notifications via Notes from the Practice Team or practice team email.
- Disseminates information sent from the office of the CMOH to all NPs via the practice team email or to all registrants via Notes from the Practice Team.



- Presented to RNUNL Board & Shop Stewards on RN Prescribing.
- Met with RNUNL executive to discuss relevant nursing issues from a regulatory lens.



- Participated in meetings with Health Canada and National MAID taskforce to review and provide feedback on Model Practice Standard for MAID



- Disseminated information pertinent to practice campaigns and upcoming webinars via notes from the practice team.
- Participated in Quality Care Share Summit Symposium.



- Met with Digital Health to discuss EMR and med rec on numerous occasions. Arranged for Digital Health to provide an education event on the Prescription Monitoring Program and NP requirements.
- The College is part of the Digital Health/NLCHI Steering Committee on the implementation of the Personal Health Record (PHR).



NEWFOUNDLAND & LABRADOR
PHARMACY BOARD

- Participated as a member of the NLPB Pharmacy Practice Advisory committee.
- Collaborated with NLPB staff on a number of practice issues within NLHS.



- Disseminated information via notes from the practice team.
- College consultants sits on this network to provide a regulatory perspective.
- Shares relevant resources from this committee with registrants via the College's communication channels.



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REPORT OF THE INDEPENDENT AUDITOR'S ON THE SUMMARY FINANCIAL STATEMENTS

To the Members of College of Registered Nurses of Newfoundland and Labrador

Opinion

We have audited the summary financial statements of College of Registered Nurses of Newfoundland and Labrador (the Entity), which comprise:

- the summary statement of financial position as at March 31, 2024
- the summary statement of operations for the year then ended
- and related notes

are derived from the audited financial statements of the Entity as at and for the year ended March 31, 2024.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial statements, in accordance with the criteria disclosed in Note 1 in the summary financial statements.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the Entity's audited financial statements and the auditor's report thereon.

The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

The Audited Financial Statements and Our Report Thereon

On our report dated June 7, 2024:

- We expressed an unqualified opinion on the audited financial statements.

Responsibilities of Management for the Summary Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the criteria disclosed in Note 1 in the summary financial statements.



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Auditor's Responsibilities

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standards 810, Engagements to Report on Summary Financial Statements.

KPMG LLP

Chartered Professional Accountants

St. John's, Canada

June 7, 2024

COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR

Summary Statement of Financial Position

March 31, 2024, with comparative information for 2023

	2024	2023
Assets		
Current assets:		
Cash and cash equivalents	\$ 4,390,163	\$ 4,943,951
Trade receivable	37,952	19,696
Short-term investments	50,295	50,255
Prepaid expenses	24,771	16,892
	<u>4,503,181</u>	<u>5,030,794</u>
Portfolio investments	2,870,538	2,715,293
Capital assets	2,271,472	175,119
	<u>\$ 9,645,191</u>	<u>\$ 7,921,206</u>
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 558,370	\$ 710,600
HST payable	372,978	327,967
Deferred revenue	2,527,049	2,280,348
Deferred IEN contributions	-	307,213
	<u>3,458,397</u>	<u>3,626,128</u>
Net assets:		
Unrestricted	2,657,211	1,555,903
Internally restricted		
Invested in capital assets	2,271,472	175,119
Global member services plan	51,927	194,658
Conduct review plan	631,072	556,808
Building contingency plan	475,112	1,709,800
TD affinity plan	-	102,790
Single Nurse Regulator	75,000	-
Interjurisd Licence Development	25,000	-
	<u>6,186,794</u>	<u>4,295,078</u>
	<u>\$ 9,645,191</u>	<u>\$ 7,921,206</u>

See accompanying notes to summary financial statements.

COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR

Summary Statement of Operations

Year ended March 31, 2024, with comparative information for 2023

	2024	2023
Revenues:		
Practicing members	\$ 2,644,992	\$ 2,349,872
IEN Project	424,516	748,511
Interest income	189,525	141,238
Registration service fees	378,190	152,389
Other	63,288	50,672
Dividend income	36,787	24,474
Non-practicing members	18,746	18,526
	<u>3,756,044</u>	<u>3,485,682</u>
Expenses:		
Salaries and benefits	1,597,714	1,605,089
IEN Project	424,516	748,511
Administration	195,889	199,461
Expenses of council	122,154	111,951
Professional conduct review	140,089	104,767
Registration	138,035	102,213
Amortization	133,179	31,111
Practice and policy	13,654	30,149
Communications	25,344	28,659
Affiliation fees	37,439	27,227
Other	812	1,215
Examinations	-	18
	<u>2,828,825</u>	<u>2,990,371</u>
Excess of revenues over expenses, before other items	927,219	495,311
Other income (expenses):		
Loss on disposal of capital assets	845,030	-
Loss on sale of investments	(38,823)	(12,415)
Unrealized loss on fair value of investments	158,290	(159,451)
	<u>964,497</u>	<u>(171,866)</u>
Excess of revenues over expenses	\$ 1,891,716	\$ 323,445

See accompanying notes to summary financial statements.

COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR

Notes to Summary Financial Statements

Year ended March 31, 2024

1. Basis of presentation:

These summary financial statements have been prepared from the audited financial statements of the College of Registered Nurses of Newfoundland and Labrador (the "College") for the year ended March 31, 2024, on a basis that is consistent, in all material respects, with the audited financial statements of the College except that the information in respect of changes in net assets and cash flows has not been presented and information disclosed in the notes of the financial statements has been reduced.

Complete audited financial statements are available to members upon request from the College.

2. Comparative information:

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year. The changes do not affect prior year excess of revenues over expenses.



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

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