

The
COLLEGE
CONNECTION

JANUARY EDITION - 2023
The Magazine of the College of Registered Nurses
of Newfoundland & Labrador



2023

REGULATORY
REFORMS

CHRONICLING
CHANGES TO
NURSING
REGULATIONS

IN THIS ISSUE:

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Setting the Standard for **Nursing Excellence.**

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Address from the Chair

Tracy MacDonald

As I returned to where my nursing career began, walked the campus I so loved and the hospital I trained at I found myself reflecting. In many ways it seems like a lifetime ago and in other ways I felt like it was 1995 all over again. I found myself trying to remember that young woman as she started nursing away from family, what were her aspirations, her dreams, her thoughts about a career in nursing. One thing that continued to rise as a theme was the inevitability of change. The change from what I thought I knew in my early 20s and the shift into my 40s filled with growth and ongoing learning. I wondered, 'What would I tell my 20-year-old self as she walked onto this campus in 1995? Hold this thought...



*Chair of College Council
Tracy MacDonald*

The work of the College of Registered Nurses has been and continues to be a regulatory body that embraces change. In fact, the College in many respects has been ahead of change. It has been such an experience to be part of this evolution and to look ahead to forge the future path for nursing regulation in Newfoundland and Labrador. Self regulation is a privilege that is fundamental to our profession in this province. Ensuring we remain nimble during this unprecedented time in health care is vital to us upholding this privilege. But what does this all mean?

It means just like the 20 something year old who leaves home to study nursing, without knowing it, evolution and change is inevitable. I knew little to nothing about nursing regulation as a student and even in my early years as a Registered Nurse. I suspect there are others who share this experience. As you read this think about how you might become involved in nursing regulation and invest in ways to learn about nursing regulation in our province, in our country, and globally. The investment to ensure we protect the public through setting the standard for nursing excellence is vital to our purposeful evolution. What would I tell my 20-year-old self, I would tell her it won't be easy, but it will be worth it. The work ahead for the College won't be easy but it will be worth it for the continued investment in our nursing profession and the people of Newfoundland and Labrador.

Tracy MacDonald

From the Desk of the Executive Director

Lynn Power

As yet another page turns on our calendars, I want to begin by thanking all the Registered Nurses and Nurse Practitioners who did their best throughout 2022 and consistently met and surpassed the standard of excellence which the public expect and rely on.

To classify the past 12 months as a challenging period is quite an understatement. It has been widely acknowledged by all players that our provincial system faces unprecedented strain with many of our health professionals having to do more with less. Regardless of this systemic strain, it continues to be a time whereby the professionals on the front lines routinely forge ahead and consistently provide safe, ethical and competent care to the people of our province. This is a fact that is not just deserving of acknowledgment but should be commended.

2022 was a year that saw the College elevate our collaborative relationship with our provincial government and use our regulatory knowledge to compliment the policy changes of the province to best meet the needs of our health care system.

I would be remiss if I did not share that I feel apprehensive and concerned when I hear of jurisdictions who choose knee-jerk policy changes as opposed to the route that will result in the best interest of the public. This is why establishing collaborative relationships between regulatory bodies and stakeholders is so important, and why ensuring the public have an acute understanding of what regulation means is more important than ever.

The cover story of this issue identifies some of these collaborative initiatives and focuses on the opportunity which we have before us. I am especially pleased to see initiatives such as these because I believe the College is stepping up to do what it can and will continue to do so. During times of challenge, it is easy to become weighed down with negativity, but I believe there is reason to be optimistic about the future.

As always, we will not only face the challenges, but we will surpass them, because as health professionals it is what you do each day. Delivering safe, competent care to Newfoundlanders and Labradorians, because our standards and our professionalism is the glue that holds everything together.



*Executive Director
Lynn Power*

Lynn Power.

Vital Information

Licensure/Membership Renewal 2023-24

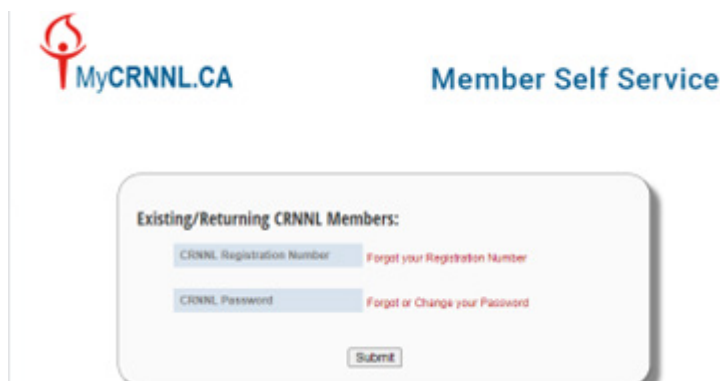
It's a new year and that means it's time to renew your practicing licence or non-practicing membership with the College. **Any RN or NP wishing to practice nursing in the 2023-24 year** (April 1, 2023 - March 31, 2024) **must renew their practicing licence.**

NEW INFORMATION

Continuing Competency Program (CCP) Requirements:

The College's new CCP program was launched in April 2022. As part of the new program, you are required to record and evaluate your learning activities in the MyCCP log. The log is part of the [MyCRNNL portal](#). The program requires that Registrants complete and log a minimum of 24 hours of learning and complete a summative evaluation. Some Registrants may have their CCP hours pro-rated based on when they obtained licensure during the year. To view the number of learning hours you are required to complete log into [MyCRNNL](#) and select MyCCP. CCP is a legislative requirement. **Licensure renewal for 2023-24 is open now and you cannot renew your practicing licence until you have completed all CCP components, regardless of whether or not you are chosen for the audit.**

Licensure renewal for 2023-24 is open now and you cannot renew your practicing licence until you have completed all CCP components.



Visit [MyCRNNL.ca](#) and click MyCCP

Self-Employment Declaration:

Registrants who are self-employed will be required to complete a declaration that they have reviewed the College's [Self-Employment document](#) and that their practice is within the realm of an RN or NP.

Vital Information

Licensure/Membership Renewal 2023-24

IMPORTANT REMINDERS

March 1 Administrative Deadline – Registrants renewing a practicing licence must submit their application by March 1st. If you fail to submit by the deadline, you will automatically be subject to a late fee (\$50 plus HST) that will be added to your licensure fee. The March 1 deadline does not apply to registrants renewing a non-practicing membership.

If you are registered/licensed to practice in another province, territory, or country within the last 12 months, you are required under legislation to provide a **verification of registration letter** from that regulatory authority. Your practicing licence will not be renewed until the verification is received. Request this document early as processing times in some jurisdictions may take several weeks.

All registrants renewing a practicing licence are required to complete the **Canadian Nurses Protective Society (CNPS) professional liability protection (PLP) process**. This is Step 2 in the licensure renewal process and confirmation of PLP is required for the College to renew your practicing licence. Visit cnps.ca for information on programs and services, including information on the optional CNPS Supplementary Protection Program.

Practicing without a licence is a violation of the RN Act and will result in a penalty fee of \$100 per shift worked to a maximum of three times the regular licence cost. Registrants who practice for greater than 3 shifts will also have an allegation of conduct deserving of sanction filed against them. Nursing practice includes all roles in which you identify yourself as an RN. Licensure is required to participate in employer orientation.

Fees for 2023-24

2023-24 Practicing licence fee	College Fee	CNPS Fee	Total Fee
Registered Nurse	\$412.47	\$68.00 + HST	\$490.67
Nurse Practitioner	\$412.47	\$159.50 + HST	\$595.90

Learning Closer to Home

New Sites Make Nursing Education More Accessible

By guest contributor, Marcia Porter

New Faculty of Nursing (FON) sites in Gander, Grand Falls-Windsor and Happy Valley-Goose Bay opened this past fall 2022 to widespread community support and excitement!

In fact for many, it was a dream come true!

"The benefits of a home-grown cohort of students have been proven in other programs," said Kathy Gillett, registered nurse (RN) and coordinator for the Bachelor of Science in Nursing (BScN) (Collaborative) program at Memorial's Labrador Campus. "Students are thrilled to be able to take their full BScN program without having to travel so far."

Prior to introduction of the new sites, the BScN (Collaborative) program in Newfoundland and Labrador was offered at three locations; two in St. John's, at the Centre for Nursing Studies and the Faculty of Nursing, and one at Western Regional School of Nursing on Grenfell Campus in Corner Brook.

Since opening this past September 2022, students at the new sites have completed



Nursing Students at the Grand Falls-Windsor Site - January 2023

theory classes and labs, and they've been formally welcomed into the nursing profession in crest ceremonies for first-year students. And it's been a smooth transition into the second semester with introduction of clinical placements and additional theory courses.

"The regional health authorities (RHAs) have been extremely supportive in coordination of clinical placements and we are delighted that students can avail of the high quality learning experiences available in these areas," said Andrea Watkins, FON's associate dean (satellite sites). "We appreciate the engagement and collaboration from our partners in making this a reality."

Students began their placements for the winter semester in long-term care settings, where they'll spend one day each week.

"We had a great day," said Janine Byrne, RN and BScN coordinator in Grand Falls-Windsor, about the first day of clinicals for students and clinical instructors at the new Grand Falls-Windsor Long Term Care Facility.

BScN students in Gander have also started their placements, and as RN Stacey Snow, coordinator for the program there says, "It's new and exciting times in Central. Their presence is encouraging to both staff and the public, and provides much promise for the future."



BScN class of 2026 Labrador Campus - December 2022

Learning Closer to Home

New Sites Make Nursing Education More Accessible

Nursing students at Labrador Campus in Happy Valley-Goose Bay were pretty keen to begin their clinical placements, and like the others have started in long-term care.

"Students are getting to practice newly-learned skills from their Fundamentals and Health Assessment courses," said Ms. Gillett. "They are eager for the learning opportunities and looking forward to forging new professional relationships with staff and residents."

The three sites, which opened last fall with funding support from provincial government, have added 72 new seats to the BScN (Collaborative) program. It's a substantive increase, and the first time the university has added new locations since the province's three nursing schools came together to offer a baccalaureate program in the 1990s.

"It will be good for our community, the nursing profession, and the students," said Ms. Snow of the program's expansion. "There is definitely a sense of excitement for everyone surrounding the new nursing sites. They are hopeful that this will lead to more recruitment opportunities for the area."

Lectures are delivered on-site and remotely, with nursing labs delivered in the community, and clinical courses offered in-person at a health care facility in the region. You can read more about the new satellite sites by going to www.mun.ca/nursingadmissions.



Nursing Students Gander - January 2023



BScN students HV-GB begin clinicals

Coordinators at the new sites in Gander, Grand Falls-Windsor and Happy Valley-Goose Bay say they look forward to helping shape the future of nursing education in their communities and supporting students as they begin their journey to become registered nurses.

Practice Supports

Information to Support the Practice of RNs & NPs in NL

New College Fact Sheet: Virtual Nursing Licensure Requirements

The College has recently added a new fact sheet regarding virtual nursing licensure requirements to the practice topic webpage under Virtual Nursing Practice. This fact sheet addresses licensure requirements for engaging in Virtual Nursing Practice (VNP) in Newfoundland and Labrador.

For more information and to review the document, please visit the practice topics page [here](#).

NP Regulation Latest Project Update Newsletter

CCRN's Nurse Practitioner Regulation Framework Implementation Plan Project (NPR-FIPP) team is pleased to share the eighth project newsletter and is available on CCRN's website [here](#).

College releases new updated Medical Assistance in Dying (MAID) Document

On October 13th, 2022, College Council approved an updated Medical Assistance in Dying (MAID) document. This document replaces the College's former MAID documents: NPs Providing MAID (2018) and RNs and NPs - Aiding in MAID (2016). Content of this document reflects the latest amendments to the Criminal Code of Canada that took effect March 17th, 2021.

The purpose of this updated document is to outline the practice expectations of NPs providing Medical Assistance in Dying (MAID) or RNs/NPs aiding in MAID. RNs/NPs are required to practice within their scope of practice and individual competence, in accordance with legislative and regulatory requirements and employer/organizational policies when providing or aiding MAID.

For more information and to review the document, please visit the practice topics page [here](#).

Special Interest Groups - Time Sensitive

An annual amount of \$500 is available to assist Special Interest Groups to promote evidence-based practice in their area of specialty. To apply for the funding, contact practice@crnnl.ca for further information. The funding year extends from April 1 to March 31.

Deadline for application is February 15th each year.

CCP Audit Results

The 2022 Continuing Competency Program audit concluded on June 15th. This was the last audit using this program.

Of the 300 Registrants randomly selected for audit, 279 (93%) Registrants initially met requirements and 299 (99.6%) Registrants met all requirements with follow up. FAQs about the new CCP audit process can be found [here](#).

Special Education Event 2023

The Virtual Reality

The use of virtual technology in the provision of health care continues to expand. This session will address some of the ethical and practice considerations when providing virtual care and provide an opportunity for knowledge exchange, reflection, and learning. Join our knowledgeable panelists as they explore questions such as:

- *How is virtual care being used to provide health care services in Newfoundland and Labrador?*
- *What are some of the risks and benefits associated with virtual care?*
- *What needs to be considered in striking the balance between virtual and in-person service delivery?*
- *How can risk be best managed when providing virtual care?*
- *What regulatory standards/resources are available for health care professionals?*

[CLICK HERE TO REGISTER FOR THIS EVENT](#)

Newfoundland & Labrador
**College of
Social Workers**



COLLEGE OF
LICENSED PRACTICAL NURSES
OF NEWFOUNDLAND AND LABRADOR
LPNS - A PRACTICAL APPROACH TO QUALITY CARE

CRN^{NL}
College of **Registered Nurses**
of Newfoundland & Labrador

A JOINT PRESENTATION

THE VIRTUAL REALITY:

Ethical & Practice Considerations for Informing Service Delivery

Tuesday, February 7th, 2023
2pm - 4pm (NST)

Guest Speakers:
Ashley Dinn, NLCHI **Charlene Brophy**, FONEMED **Elyse Bruce**, CPSNL **Stephanie Mealey**, Eastern Health



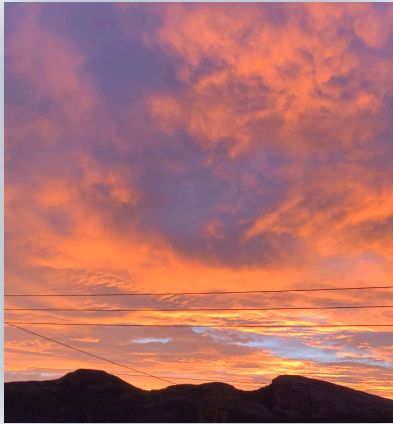
FONEMED
A HEALTHIER TOMORROW



**Eastern
Health**

Chronicling Changes to Nursing Regulations in NL

Regulatory Reforms - 2023



Sunrise along the south coast of Newfoundland

There are few images that symbolize change and renewal quite as perfectly as that of the sun breaking at dawn. The image is indicative of a new day, an opportunity to reset and the beginning of a new chapter.

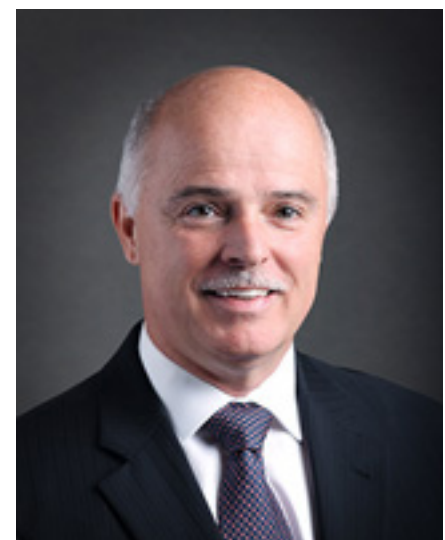
The most optimistic of an observer would be hard-pressed to not classify the past couple of years as a tumultuous time. Challenges abound within our healthcare system, and these challenges are part of the day-to-day life for some readers of this publication, but there is work ongoing to address these issues. The issues that exist may not be a Newfoundland and Labrador problem but tackling and overcoming the challenges will require a Newfoundland and Labrador approach. This article strives to illustrate some of the components which are driving the change and how they relate to the College.

Collaborative Partnerships

Many challenges can be best overcome by using a collaborative effort. As policymakers and governments institute the reforms such as those detailed in the Health Accord NL, or the formation of one provincial health authority, an all-hands-on-deck approach is required. The College has been working closely with a variety of stakeholders to explore initiatives and reforms which will address the regulatory components the healthcare system is facing while never compromising our regulatory mandate. Whether it be *Global Missions*, or *Operational Reforms*, the partnership we share with the provincial government and our regulatory counterparts in the province is imperative on the path forward.

In early 2022, the College began working closely with The Department of Immigration, Population Growth and Skills to address barriers with respect to Internationally Educated Nurses, (IENs). Many of the initiatives in this article can be attributed (in some way) to the collaborative relationship that has been built with officials and leadership in this branch of the provincial government. *The Fair Registration Practices Act* was introduced by this department and passed in the legislature last fall and the College is currently working with the department on regulations which will be announced in the coming months.

The College has traditionally had a longstanding relationship with the provincial Minister of Health, yet as challenges became prevalent in our provincial, national, and global healthcare systems, the need for a closer and more collaborative partnership was required. Minister Osborne was asked recently to provide commentary on this relationship and provided the following:



*Honourable Tom Osborne
Minister of Health & Community Services*

"There are significant recruitment and retention challenges facing the health care sector in our province, and our collaborative relationship with the College has been helpful in our quest to find local solutions. We continue to work together on a number of initiatives such as the expansion of the scope of practice

Chronicling Changes to Nursing Regulations in NL

Continued...

for nurses, as well as helping facilitate the licensure of Canadian and international registered nurses to work in this province. Our end goal is the same – to reduce barriers and improve processes. This, in turn, will allow for increased access to health care in Newfoundland and Labrador.”

The College of Registered Nurses are one of the founders of the NL Health Regulators Network. A network comprised of 15 regulatory bodies in our province with the common mandate of public protection. This group is working collectively to strengthen regulation and sharing best practices across our entire network. Further details of this organization can be found [here](#).

Our long-standing relationship with the College of Licensed Practical Nurses took further strides this year. Joint council meetings and shared education sessions were held at various times and both Colleges have embarked on an initiative to have a shared registration and IT system for the years ahead.

The partnership and collaborative relationship with the Faculty of Nursing continued and was elevated by our regulatory support of three new satellite sites for nursing education in our province. See page 7.

Global Missions

India

The responsibility that goes along with being a Registered Nurse is too immense to allow for sub-standard care or a lowering of the bar for which the College sets. RNs provide care that directly impacts a person's health and have a role of immense responsibility that involves human life. The standards and benchmarks we set are unwavering and form the checks and balances so that Newfoundlanders and Labradorians get care that is ethical, safe, and competent. To discover first-hand that areas of regulatory alignment not only exist but are substantive are a reason for optimism.

College Executive Director Lynn Power was recently part of two delegations, one to southern India in November and the other to Ireland in January. These missions were the initiative of the provincial government, and they were related to the recruitment of RNs to our province, and while the College was not part of the recruitment aspects, there was an important regulatory role to play. The first step to being employed as an RN in NL is being granted a licence to practice and before any nurse (from any part of the world) is able to practice in our province a process must be followed to ensure that the individual meets the same standards as RNs who have been educated in our province.

With the established history of Indian nurses coming to NL and successfully gaining licensure and long-term employment, the College is confident that with appropriate bridging support to learn the Canadian health care system, Indian nurses are well-positioned to gain the competencies needed to thrive in our context. All of which sets the stage for a smoother path to licensure, which in turn, aids the government's goal of recruiting nurses who live in India and wish to immigrate and practice in our province.

Chronicling Changes to Nursing Regulations in NL

Continued...

Regulatory oversight is imperative in these situations and are fundamental to public protection. There are a substantial number of nurses in India who want to live and work in Newfoundland and Labrador. Since the announcement of the mission, the provincial government and the College has received thousands of messages from individuals who are interested in working in our province.

Ireland

During the mission to Ireland, a similar approach was taken to explore areas of regulatory alignment between Newfoundland and Labrador and the Emerald Isle.

Many Newfoundlanders and Labradorians can find cultural and societal alignment in areas such as Ireland. When it comes to uncovering similarities between nursing programs and standards in our province and that of Ireland, there are also similarities.

Executive Director Lynn Power recently stated of the mission to Ireland, *"I believe it is always valuable to look at regulatory processes from a global perspective. It really is an opportunity to discover areas that can be improved and areas that can be modified. The mission to Ireland confirmed that similarities existed in the areas of nursing education as well as nursing regulation, which could result in potential opportunities going forward."*



Members of the provincial delegation visit an education institute in India

A New CCP

The last edition of the College Connection detailed the new Continuing Competency Program. ALL RNs and NPs who will practice in the upcoming year will now be experiencing our new and innovative approach to CCP. Consistent evolution is a requirement for success and the College had a goal of ensuring that this licensure requirement for ALL RNs and NPs was modernized and made more efficient.

The College recognized that the nature of an RN or NP's 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.

Chronicling Changes to Nursing Regulations in NL

Continued...

Operational Reforms

The misguided view that regulation is synonymous with red tape is not only incorrect, it has potential to pose a threat to public safety. Regulation exists to ensure the public is protected and that they receive care that is ethical, safe, and competent. As detailed earlier in this article, regulatory oversight plays a role that is nothing short of paramount with respect to Internationally Educated Nurses (IENs) but modernizing and improving how we operate is too important not to explore.

Throughout the course of the past year, the College has undergone a fulsome review of how we process applications for IENs in Newfoundland and Labrador. The following are some of the many initiatives which we have reformed:

- Explored current and historic IEN licensure data to illustrate trends and opportunities and worked with the The Department of Immigration, Population Growth and Skills to explore common requirements for immigration versus licensure, and reduced duplication if any of the steps served a common purpose, such as accepting criminal record checks from other countries where the nurse was licensed from evidence obtained by federal immigration officials.
- Surveyed all IENs (names provided by HR from RHAs) and nurses with expired licenses to ascertain interest in licensure, inquire about potential barriers and devise a plan to address relevant barriers in our domain.
- Participated in a national project to modernize and update the english language proficiency (ELP) tests. Updated College policy on ELP exemptions to include completion of a Canadian graduate academic program. Moved the ELP component of licensure to after the NNAS assessment/report.
- Established a robust partnership with the newly created Health Professional Recruitment and Retention division of the provincial government.
- Established regular communications with human resources departments in all RHAs to ascertain current situation in regard to employees in personal care roles that indicate they were an RN in their home country to explore their intent and status of applications.
- Worked with the CNS Bridging Education Program to identify potential applicants/opportunities to enhance enrollment. The result has been a relatively full class starting the bridging/re-entry program for IENs.
- Obtained funding from Government (Immigration) to establish a Nursing Community Assessment Service (NCAS) center at the CNS. NCAS is a competency-based assessment that will identify if an applicant has the necessary competence to meet Canadian standards. The Centre is on target to open in Feb 2023.
- Instituted the supervised practice experience program (SPEP) model to address currency of practice gaps and are modifying its use for NL- working with employers to advance this program.
- Developed a federal government proposal seeking resources to support and expand access to simulation equipment etc. in three new satellite nursing program sites across the province- Sectoral Workforce Solutions (\$11.9 million).

Chronicling Changes to Nursing Regulations in NL

Continued...

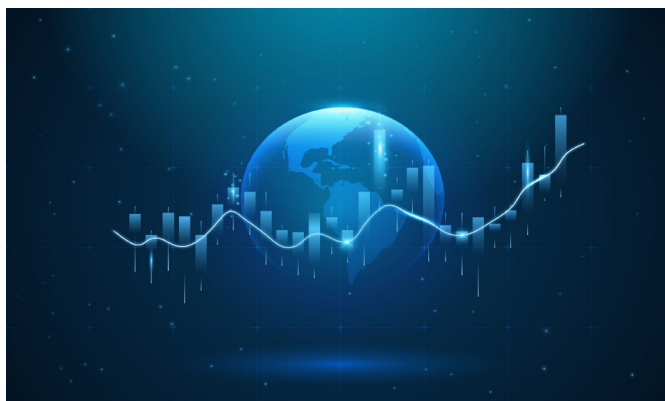
Operational Reforms, continued

- Connected with Association for New Canadians AXIS program to ensure that they were aware of our role such that we could offer support to any self-identified IENs from Ukraine and other areas who are a part of their services.
- Connected with two Canadian groups who offer information and support to India and Pakistan nurses interested in migrating to Canada. The Ismaili Nurses Alliance - working with Pakistan Agu Khan University, and KindShell Inc. India.
- Working with NNAS to enhance/speed up their proposed streamlining initiatives.
- Registration department responded in a timely and effective manner to the requests of travel nurses and locums and answered all questions as they arose, provided education on processes, and prepared written documents as required.
- Participated as an observer on the BCCNM NCAS Pathways pilot project development.
- Reduced the College administrative fee within the provisional licensure process for IENs - now equal to NL and other Canadian applicants' fees.

In Conclusion

As governments, policy makers, RNs, and NPs, collectively develop and institute innovative and reformative approaches, the College is committed to embracing and supporting reforms which will enhance the healthcare sector and improve processes, but this can never be done at the expense of public safety.

The measure of humankind is not where they stand in moments of comfort, but where they stand during moments of challenge. As RNs and NPs are keenly aware, not everyone who simply "wants" to be a nurse can be granted that privilege and afforded the opportunity. The position of the College is clear, we will stand and embrace the dawn of new and innovative reforms, but we will never let the sun set on our commitment to professional excellence and to public protection.



CONTINUING EDUCATION SESSIONS

Winter/Spring 2023

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

ALL SESSIONS ARE VIRTUAL & CAN BE REGISTERED FOR IN ADVANCE

February 7	<ul style="list-style-type: none"> The Virtual Reality: Ethical and Practice Considerations for Informing Service Delivery <i>(2 Hour Session)</i> Charlene Brophy, FONEMED Ashley Dinn, NLCHI Elyse Bruce, CPSNL Stephanie Mealey, Eastern Health (NLCSW, CRNNL, CLPNNL Annual Joint Education Event)
February 14	<ul style="list-style-type: none"> Login to MyCCP Portal - Everything Counts Michelle Carpenter & Peggy Rauman, College Nursing Consultants
February 28	<ul style="list-style-type: none"> Office of the Seniors' Advocate Susan Walsh, Seniors' Advocate NL
March 7	<ul style="list-style-type: none"> Virtual Care in Emergency and Primary Health Care Ashley Dinn, Provincial Program Manager of Virtual Care, NLCHI
March 14	<ul style="list-style-type: none"> The Mental Health and Well-Being of New Graduate Nurses' During the Pandemic in NL Robin Burry, Assistant Professor, MUNFON
March 28	<ul style="list-style-type: none"> NP ELCs: New NP Regulation Michelle Carpenter, College Nursing Consultant
April 4	<ul style="list-style-type: none"> The Office of the Child and Youth Advocate Wilma MacInnis & Karen Gray, The Office of the Child & Youth Advocate
April 18	<ul style="list-style-type: none"> Top 10 Discipline Issues for Nurses 2022 Brenda Carroll, College Director of Professional Conduct Review
April 25	<ul style="list-style-type: none"> Integration of Primary Care Education into Undergraduate Nursing Programs Deanne Curnew, Centre for Nursing Studies

CONTINUING EDUCATION SESSIONS

Winter/Spring 2023

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

May 2	<ul style="list-style-type: none">• Conversation with the College Chair & ED Tracy MacDonald, Chair of College Council & Lynn Power, College Executive Director
May 9	<ul style="list-style-type: none">• Exploring the Person-Centered Care Practice Patterns of Mental Health Nurses in NL Chantille Isler, Assistant Professor, MUNFON

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

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

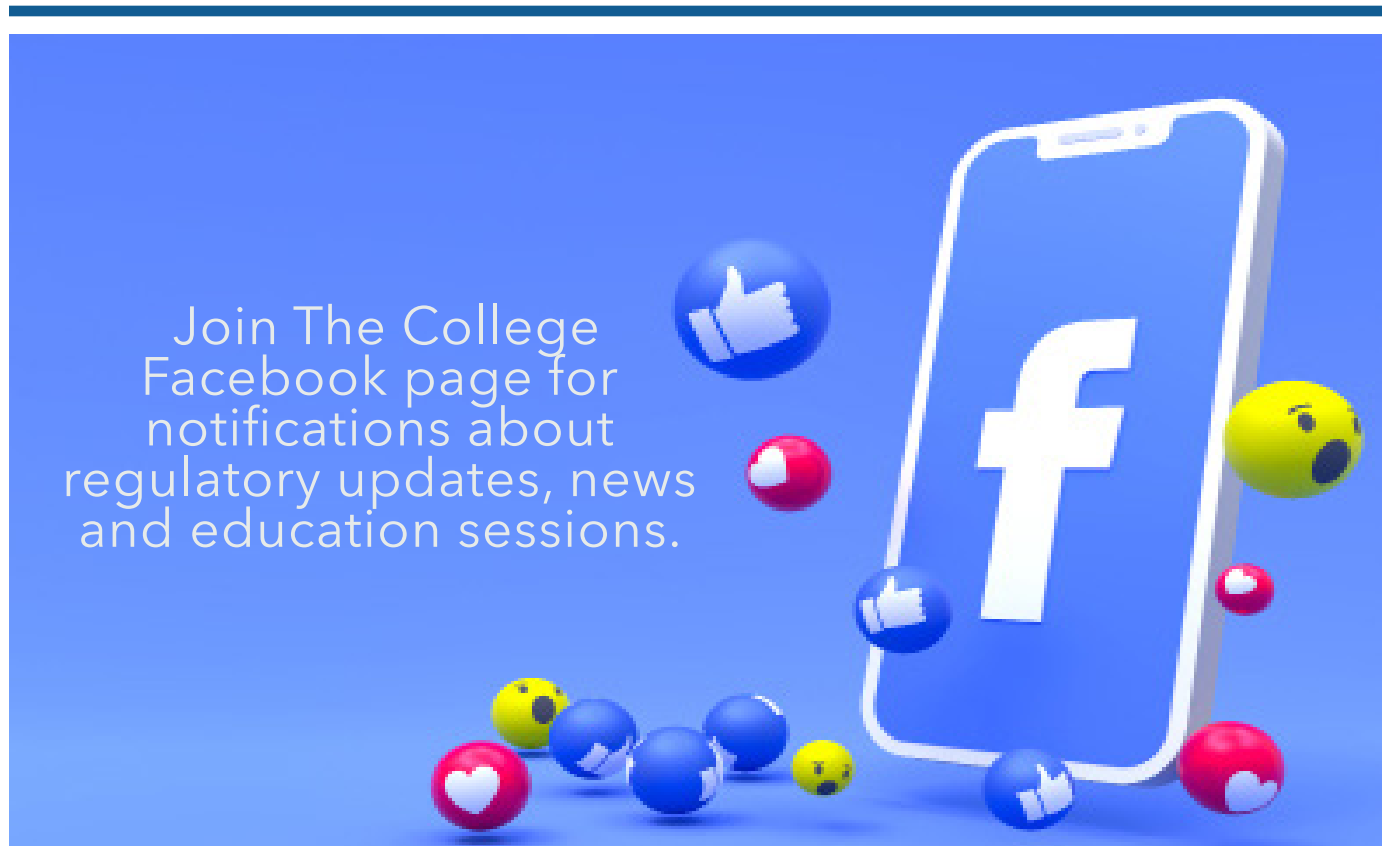
How to Attend Continuing Education Sessions

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.

Social Highlights



Quality of Care NL is launching a new webinar series called Healthy Discussions in 2023. Occurring monthly, the purpose of these sessions is to engage the public on topics related to health care, wellness and the health and social systems, with the aim of continuing public conversations during the ongoing process of health transformation, and contributing to the growth of a learning health and social system in Newfoundland and Labrador.

The first two sessions have been scheduled for January and February.

Details are also available on our social media for sharing twitter.com/QualityofCareNL & Facebook.com/QualityofCareNL

- January 30, 7-8 pm | Healthy Discussions: The Social Determinants of Health featuring Dr. Janice Fitzgerald, NL's Chief Medical Officer of Health
- February 28, 12:30-1:30 pm | Healthy Discussions: Food Insecurity featuring Josh Smee, CEO, Food First NL

Article Submission

The Art of (good) Mental Health - Natasha Tobin

In Canada, and around the world, integrating visual art experiences within hospital settings is increasingly recognized as a measurable improvement to therapeutic environments, particularly in the context of mental health facilities.

Eliminating the stigma and discrimination associated with mental illness and addiction in health care settings, schools, workplaces and communities, was a recommendation of the provincial government's Towards Recovery: The Mental Health and Addictions Action Plan for Newfoundland and Labrador. Achievement of this occurs through a variety of strategies including the therapeutic practice of creating art, the sharing of art by persons with lived experience, as well as the creation of healing environments through the display of artworks.

In January 2022, a provincial steering committee was established to provide leadership in identifying and implementing strategies to reduce stigma and discrimination associated with mental illness and addiction through art. This committee provides oversight to the procurement and installation of art in mental health and addictions facilities in Newfoundland and Labrador.

In partnership with Business and Arts NL, the Department of Health and Community Services and the regional health authorities, work to incorporate art throughout mental health facilities across the province has begun, with priority given to artists from NL and those with lived and living experience. To date, a hand painted mural has been crafted in the circle room of the newly developing six bed unit in Labrador Grenfell Health. When complete, the piece will have contributions from community members, staff, and inpatients with words of hope and recovery. A budget has also been secured to procure pieces of art including sculptures, suspended ceiling art, digital works and more for the New Adult Mental Health and Addictions Facility within the Eastern Health region.



Artist: Jessica Winters

It is well researched that the lives of people with mental health conditions are often plagued by stigma and discrimination, with many individuals identifying the stigma associated with their mental illness is worse than the illness itself. Creating meaningful space for artwork in our facilities demonstrates an understanding that art can make a significant contribution to healing, fosters positive emotional experiences in otherwise clinical and sometimes challenging environments, instills hope that recovery is possible, and promotes understanding and acceptance of mental illness in our broader community.

As Kirsty Schirmer, Policy Officer of the Royal Society for the Promotion of Health, argues, "broader determinants impact [our] health, and often art acknowledges these determinants where science cannot".

*Natasha Tobin BNRN, CPMHN(C), CHE
Mental Health & Addictions Consultant, Department of Health and Community Services
The Art of (good) Mental Health (Provincial Committee Chair)*



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Professional Conduct Review

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Allegations Resolved

On May 12, 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; inability to prioritize actions; failed to communicate significant change in patient condition to the physician; and failed to appropriately document the practice. 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 learnings.

On September 15, 2022, the Director of Professional Conduct Review resolved Issue #1 in an Allegation with a Registrant wherein the Registrant engaged in conduct deserving of sanction in that the Registrant failed to complete required screening for drug and alcohol use as set out in a previous Alternative Dispute Resolution Agreement within the time prescribed. The Registrant was required to undergo a medical assessment; provide a letter confirming fitness to practice; and complete the outstanding random screens for drug and alcohol use within a specified period of time.

On September 16, 2022, the Director of Professional Conduct Review resolved an Allegation with a Registrant wherein the Registrant engaged in professional misconduct amounting to conduct deserving of sanction in that the Registrant entered the role of a patient while assigned to work in an area thereby being unable to fulfill the Registrant's role as a registered nurse. 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 learnings.

On January 12, 2023, 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 failed to properly identify a patient; provided care to an unregistered patient; failed to notify the physician about the patient and failed to document the care provided to the patient. The Registrant was required to provide a letter confirming fitness to practice; adhere to the healthcare provider(s) plan of care; engage in practice monitoring; complete specified remedial education; write a reflective paper, including specified content; and to meet with a College Nursing Practice Consultant to reflect on the Registrant's learnings.

Allegations Dismissed

On June 30, 2022, the Complaints Authorization Committee (CAC) dismissed Issue #2 in an allegation filed against a Registrant. The Allegation alleged that the Registrant engaged in conduct deserving of sanction in that the Registrant failed to respond to communication from the Regulator. 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 July 12, 2022, the 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 meet the Standards of Practice of a Registered Nurse in the provision of care during the Complainant's hospitalization. The CAC reviewed the matter and found that there were no reasonable

Professional Conduct Review

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grounds to believe the Registrant's conduct rose to the level of conduct deserving of sanction.

In a decision dated July 12, 2022, the 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 meet the Standards of Practice of a Registered Nurse in the provision of care during the Complainant's hospitalization. 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 August 31, 2022, the CAC dismissed an allegation filed against a Registrant. The allegation alleged that the Registrant engaged in conduct deserving of sanction in that the Registrant accessed patient records without authorization. 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 November 14, 2022, the 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 safe and/or ethical care. The CAC reviewed the matter and found that there were no reasonable grounds to believe that the Registrant's conduct rose to the level of conduct deserving of sanction.

In a decision dated January 9, 2023, the CAC dismissed an allegation filed against a Registrant. The Allegation alleged that the Registrant engaged in conduct deserving of sanction in that the Registrant created a public health hazard in failing to dispose of sewage appropriately. The CAC reviewed the matter and found that the alleged conduct fell outside of the scope and mandate of the College of Registered Nurses of Newfoundland and Labrador.

Cautions/Counsels Issued

In a decision dated August 31, 2022, the CAC, 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 accessed their own health record. The CAC cautioned the Registrant not to access their own personal health record in the future and counseled the Registrant to complete specified education.

In a decision dated November 14, 2022, the CAC, 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 practiced as a registered nurse when she did not hold a licence. The CAC cautioned the Registrant to ensure that communications from the College are given due attention; and directed the Registrant to provide outstanding information to the Director of Professional Conduct Review within a specified time period failing which would result in a subsequent allegation being filed against the Registrant.

In a decision dated November 28, 2022, the CAC, having reviewed a Report by the Director of Professional Conduct Review with respect to an Allegation filed against the Registrant by the Director

Professional Conduct Review

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Cautions/Counsels Issued

of Professional Conduct Review, 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 disciplinary proceedings or pending disciplinary proceedings in another jurisdiction and such was in breach of section 11(1)(c) of the Registered Nurses Regulations. The CAC cautioned the Registrant to reflect upon her nursing practice and to review the Standards of Practice for Registered Nurses, the Code of Ethics for Registered Nurses and counseled the Registrant to submit a reflection paper to the Director of Professional Conduct Review in preparation for a meeting to review the matter with a College Nursing Practice Consultant.

Adjudication Tribunal Decision

Jordan Gale, CRNNL Registration No. 23281

On August 30, 2022, the Adjudication Tribunal accepted an Agreed Statement of Facts in which the Respondent admitted he had engaged in conduct deserving of sanction under the Registered Nurses Act, 2008 (the Act) sections 18(c)(ii) professional incompetence; 18(c)(iv) incapacity or unfitness to engage in the practice of nursing; and 18(c)(v) acting in breach of the Code of Ethics in relation to a complaint filed by Western Regional Health Authority which conduct occurred in November 2020.

The Adjudication Tribunal determined that the Respondent engaged in conduct deserving of sanction, which conduct included the inability to demonstrate his competency at a level that would support him working independently; the inability to demonstrate nursing competencies as confirmed by an independent assessment and having been deemed not fit to practice by a health care practitioner as a result of an underlying health condition. The Adjudication Tribunal heard submissions from both parties with respect to appropriate sanction. The Adjudication Tribunal in a Decision dated August 30, 2022, ordered the Respondent's licence shall remain suspended pending the provision of a letter of fitness to practice; completion of specified education; the preparation of a written self-reflection paper to be reviewed with a College Nursing Practice Consultant. Upon return to practice the Registrant shall be subject to a period of practice monitoring. The Registrant was also ordered to pay costs.

Matters related to discipline/conduct are published in accordance with the College of Registered Nurses of Newfoundland and Labrador Notification Policy. A copy of the policy can be found [here](#). The Registrant's identity is protected in all instances other than where an Adjudication Tribunal has made a finding of conduct deserving of sanction.

Congratulations Award Recipients!

In the 2022-23 competition year, the Trust awarded over \$51,000 in scholarships and bursaries to 48 applicants, including;

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

Recipients joined members of the Trust Board and Committees at a ceremony in St. John's and virtually via Zoom. Congratulations to all!



Applications for the Canadian Nurses Foundation scholarships and Research Grants - including the Trust's 25th Anniversary Scholarship - are available starting in January 2023.

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



Recipients at the Awards Ceremony in St. John's.

If you attended the awards ceremony and would like a copy of your picture, contact the Trust at coordinator@nlrntrust.ca

CALL FOR APPLICATIONS

Special Funding Competition

The Trust is holding a special funding competition for funds that were not awarded in the 2022-23 competition.

Applications will be accepted for the following:

- IEN Bridging/RN Re-Entry Scholarship
- Nursing Research Award
- NL Gerontological Nurses Association Bursary
- Florrie Penney Continuing Education Bursary
- Nancy Llewellyn Pediatric Nursing Bursary
- Bay St. George Chapter Scholarship

The deadline for receipt of applications for the Special Competition is **February 15, 2023**.

Visit the Trust website for details: www.nlrntrust.ca

CALL FOR APPLICATIONS

Spring Funding Competition

The spring competition for Continuing Education Bursaries will accept applications for activities that occur between **January and June 2023**.

CNA Certification Bursary

up to \$500 for certification or re-certification

Post Basic Course Bursary

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

Conference Bursary

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

Bursaries are also available in specialty areas such as Pediatrics, Gerontology, clinical/staff education, primary health care and nursing leadership.

The deadline to apply is **April 15, 2023**.

Visit the Trust website for details: www.nlrntrust.ca



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

Meet Your Candidates for **COLLEGE COUNCIL**

Candidates for Eastern Region Councillor

Samantha Abbott

Denise Chant

Kimberly French

Candidate for Western Region Councillor

Donna Luther (acclaimed)



Candidates for Councillor-at-Large (2 Positions)

Kimberly Legge

Michael Morris

Patricia (Pat) Rodgers

Tonya Ryan

VOTE NOW @ MyCRNNL.ca



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