



The
COLLEGE
CONNECTION

SEPTEMBER EDITION - 2021

The Magazine of the College of Registered Nurses
of Newfoundland & Labrador

WELCOMING & EMBRACING
INTERNATIONALLY EDUCATED NURSES
IN NEWFOUNDLAND & LABRADOR

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Setting the Standard for **Nursing Excellence.**

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Address from the Chair

Tracy MacDonald

Diversity in nursing is something I did not fully appreciate in my early years. I am sure many can relate. As I look back over my career and the opportunities that came my way, I feel such a sense of gratitude. I personally have had some of the most amazing experiences as a Registered Nurse and there are a few that stand out as being pivotal in shaping me as a professional, -and as a person.

My first official manager position was with the Internationally Educated Nurses (IENs). It was an experience that truly continues to give me tremendous pride. I was a part of an amazing team who planned, supported, implemented, and evaluated the recruitment and retention of IENs into the province.

The learnings I gained from working closely and collaboratively with the College of Registered Nurses, Human Resources, Senior Leaders, and Professional Practice have been highlights of my career. It was also an opportunity to connect with multi-disciplinary stakeholders both within the region within I worked and across the other regions and government sectors and agencies. In the beginning many of us were focused on how to orientate/ educate our IENs into our health care system as they transitioned to living and working here in Newfoundland and Labrador. The surprise for me was I came away learning more than we could have ever taught this group.

Working and living in Canada as a Registered Nurse is something I realized I had taken for granted. I could get up and walk to work within minutes and hearing the stories of how this group of individuals travelled long distances to work and keep safe during dark hours was eye opening. I remember the first snow fall and hearing the excitement in their voices as they shared what it was like to see, feel, and touch snow. Imagine seeing snow for the first time, the excitement was palpable. I was extra fortunate to then go onto to another manager job where several of the IENs continued to work with me and on teams I now managed. I witnessed similar growth in our team as we listened with amazement of the experiences these nurses brought to our work team. It was motivating for each and every one of us to learn side by side and more importantly from each other.

In this edition you will hear from two IENs, one of which I had the pleasure to work with and witness the leaps he took to settle into our province and our community. As we move forward in this province with a future of re-imagined health care on the horizon, we will more than ever be required to leverage innovation and creativity in how we recruit and retain health care providers especially RNs. The success here in our province with welcoming IENs into our health care system has proven to me that embracing IENs is an investment worth taking.



*Chair of College Council
Tracy MacDonald*

Tracy MacDonald

From the Desk of the Executive Director

Lynn Power

Another summer has come to an end and so begins the transition to the fall. A particularly striking time of the year in our province that affords us the opportunity to take in our illustrious surroundings and to reflect on our circumstances and give thanks for the many things in life we hold dear.

Given the turmoil and upheaval unfolding in so many regions across the globe, I feel it is especially important at this point in time to reflect how fortunate we are to live in a free and democratic society.

Our country and province are built on institutions that are the envy of countless individuals currently residing outside our geographic borders. I take pride in the knowledge that regulatory bodies are a part of those founding institutions, providing checks and balances, particularly when it involves health care. An imperative pillar in such a vital sector, the College ensures the public receives quality care from Registered Nurses and Nurse Practitioners.

While there are numerous blessings which we can count, there is no society that can be characterized as a utopia. There are no sectors of any society that are without flaws and with respect to our very own provincial health care system, there are issues which require action and there is ample room to improve upon the status quo.

Newfoundlanders and Labradorians are resilient and industrious by nature. When confronting problems (as we have so many times before), we look for solutions and opportunities. This issue of the College Connection highlights the role of the Internationally Educated Nurse (IEN) and I truly believe their contribution can be an opportunity to be part of the solution to some of the challenges we currently face.

Our province needs population growth and there are so many individuals that dream of being able to one day call our province their home. The College of Registered Nurses works with IENs to ensure the standards of care received by the public are never compromised but also ensures that the IENs which meet the standards of excellence are given the opportunity to contribute to our health care system.

We cannot strive for a utopia, as it does not exist, but we can strive to build upon and improve the status quo, by welcoming and embracing opportunities when we realize them. We are no strangers to rough waters, but as Newfoundlanders and Labradorians, we instinctively know that a rising tide raises all boats.



*Executive Director
Lynn Power*

Lynn Power.

Council Matters

Highlights from the Most Recent Meeting of the College Council

The Council of the College of Registered Nurses held a meeting on June 3rd, 2021. The following are some of the highlights from that meeting:

- The audited financial statements for the year April 1, 2020, to March 31, 2021, were approved as presented.
- College Council approved the agenda for the 67th annual general meeting.
- College Council approved Practice Guideline: Documentation Principles.
- As a preventative measure the College Council approved seeking a firm to complete a cyber threat risk audit on the organization.
- College Council accepted the Strategic Outcome Annual Progress Evaluation Report as evidence of satisfactory progress in the 2020-2021 period.
- **Ms. Tracy MacDonald** was elected Chair of College Council and **Dr. Glyn George** was elected Vice Chair of College Council for their second year.
- The College is also pleased to announce the following additions to council: **Ms. Megan Hudson - Labrador - Grenfell, Ms. Melissa Colbourne - Education/Research, Mr. Neil Colbourne - Administration.**

2020-21 Annual Report

In June, the Minister of Health and Community Services officially received the 2020-21 Annual Report from the College of Registered Nurses. The Annual Report outlines an all-encompassing look at the operations of the College and includes summarized financial statements. Visit www.crn.nl.ca to review the annual report.



College Chair Tracy MacDonald (left) and College Executive Director Lynn Power (right) prepare to depart the 67th Annual General Meeting at the Emera Innovation Exchange Conference Centre on Signal Hill Campus

67th Annual General Meeting

The College of Registered Nurses of Newfoundland and Labrador held its **67th Annual General Meeting** on June 15th. The College works diligently to ensure our engagement initiatives are inclusive and innovative. As such, College leaders presented at the Emera Innovation Exchange Conference Centre on Signal Hill Campus and registrants and public participated virtually via WebEx, teleconference and were able to watch the YouTube live stream. The recording of this AGM can be found in its entirety by visiting the College of Registered Nurses YouTube page.

CSI Transition Cancer Care

The Cervical Screening Initiatives Program: A streamlined approach

The Cervical Screening Initiatives (CSI) Program is a well established, population based screening program in Newfoundland and Labrador. This program began in 1996 on the west coast of the province and rolled out to the other regions by 2003; at which time it became a Provincial Cervical Cancer Screening Program. In 2018 the province announced a plan to streamline screening and prevention programs in Newfoundland and Labrador. This plan would see all screening programs realigned under the umbrella of Cancer Care Eastern Health.



The CSI Program has integrated with the Provincial Colon and Breast Screening Programs. Cancer Screening Programs for Breast, Cervical, and Colon are well established within Eastern Health's Cancer Care Program. The integration of these three programs allow for a coordinated approach for the provision of high-quality screening services. Medical Directors for each screening program continue to provide oversight and inform best practices.

The Breast Screening Program offers mammography to women ages 50 --74 years at three sites within the province: Corner Brook, Gander and St. John's. Women may self-refer by calling toll free **1-800-414-3443**. The Cervical Screening Initiatives Program states that routine pap testing is recommended for sexually active women 21 years and older. The protocol is to screen annually for three years; if all pap tests are negative, extend interval to one screen every three years. The Colon Cancer Screening Program recommends that all people ages 50 -- 74 of average risk for Colon Cancer be screened with a home screening kit, the Fecal Immunochemical Test (FIT). Enrollment for individuals is easy by calling **1-855-614-0144**.

CSI Transition Cancer Care

The Cervical Screening Initiatives Program: A streamlined approach

The three screening programs listed are all community based. Both the Breast and Colon Screening Programs are accessible without having to visit a primary care provider. Enrollment in either the Breast or Colon Screening Programs can be made by referral from a primary care provider, or individuals can refer themselves (self-referral). Additionally, any individual who meets the colon screening guidelines can request an at home colon screening FIT test be mailed directly to them and any woman over 50 years of age can independently book a screening mammogram. Cervical screening, however, requires individuals to seek out a primary care provider to perform the pap test. The CSI Program offers many tools and resources to encourage women to seek screening and works with primary care providers to increase knowledge of and enhance the uptake of pap testing. Any authorized health care provider can review the module on Cervical Screening by visiting mdcme.ca/courses.asp. The CSI Program continues to partner with primary providers and sites that wish to reach out to under screened women with help from the Access to Service Grant (ATSG). The grant requires the primary care provider establish an open-door pap clinic. Currently there are over 70 open-door pap clinics across the province. If you are interested in offering an evening, weekend, or a dedicated day for pap testing and you would like some information on the funding available, we would love to hear from you.

As the integration of the cancer screening programs progress, I continue to reach out to our valued partners to provide updates on my expanded role and to build networks to assist in the development of tools to reach the targeted populations for Breast, Cervical and Colon screening. The Cancer Care Program has educational and promotional materials available to assist with promoting the importance of screening within your client population. Please contact me below to report resources as needed.

More information about the Cancer Screening Program, including copies of the cervical and colon screening clinical practice guidelines and colon screening referral forms, are available on the Eastern Health Cancer Care Program website. Please visit: <http://cancercare.easternhealth.ca/prevention-and-screening>

Submitted by:

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Cervical Screening Initiatives Program

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Excellence in Nursing

Faculty of Nursing Graduate Programs

In May 2021 there were four graduates from Memorial University of Newfoundland and Labrador: three in the MN Practicum option and one PhD graduate.

MN Practicum

Crystal Barrett (St. John's NL)

Job Titles and Education Requirements of Registered Nurses in Primary Care: A Research Practicum. Crystal's practicum project involved synthesizing international information to clarify job titles and educational requirements for RNs in primary care. This project was developed to help future researchers and policymakers with cross-country comparisons to improve the integration and impact of RNs in primary care settings, as often the role and scope of the primary care nurses differs across countries. Supervisor: Dr. Julia Lukewich.

Lindsay Dawe (St. John's NL)

The development of a Half-Day Workshop to Assist Novice Nurses in the Identification and Management of Clinical Deterioration. For her practicum project Lindsay developed a half-day workshop to help novice nurses on the medical-surgical unit identify patient deterioration and learn appropriate intervention strategies. Her project can facilitate early recognition and management of the deteriorating patient which can potentially improve patient care outcomes. Supervisor: Dr. April Pike.

Robert Wiscombe (CBS NL)

Implementation of a Certified Mental Health Program for Imperial Oil Limited (IOL) Canada Employees. Robert's practicum project involved studying the overall culture of mental health at Imperial Oil Limited and researching various mental health programs that would be beneficial to employees at IOL. Robert recommended the implementation and evaluation of the established certified program *The Working Mind* at IOL. Supervisor: Dr. Robert Meadus.

Excellence in Nursing

Faculty of Nursing Graduate Programs

PhD Programs

Abubaker Hamed (St. John's NL)

Problem Solving and the Barriers to Adherence to Routine Infection Control Practices. Abubaker's doctoral research studied nursing students' and instructors' problem solving skills related to the routine practices (RP) and barriers to routine practices for infection control. He surveyed nursing students and instructors at several post-secondary institutions and conducted a controlled before and after study that evaluated a problem-solving RP educational program. While the vast majority of instructors and students surveyed were quite knowledgeable about RP, they also identified several barriers to adherence to RP in the workplace including high nursing workload, empty alcohol-based hand rub dispensers and the presence of negative role models. The educational program helped them strengthen their problem solving skill. Supervisor: Dr. Donna Moralejo.

For further information about any of the projects, please contact Dr. Donna Moralejo, Associate Dean (Graduate Programs) at gradnursing@mun.ca



Public Profile

Profiling a Public Representative on College Council

The College of Registered Nurses is governed by a council that is comprised of 14 individuals. As a self-regulated body, there are 10 Registered Nurses and four members of the public. This is an introduction to a Public Representative who sits on the College Council.

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

I am Louise Pinsent Parsons. I reside in Gander, Newfoundland and Labrador. My educational and professional background is diverse: I hold the degrees of Bachelor of Commerce (Co-op) and Bachelor of Arts as well as Bachelor of Education from Memorial University. My work experience includes Assistant Registrar at MUN as well as many teaching and consulting positions throughout central Newfoundland in addition to serving as Chief Financial Officer with my husband's many business ventures. My first introduction to **self-regulated organizations (SROs)** was my former Registrar/Chief Operating Officer position with the Professional Engineers and Geoscientists of Newfoundland & Labrador (PEGNL). I am an active volunteer: I am currently a Director with the Gander & Area Community Business Development Corporation (CBDC) as well as a Ministerial Appointee (public rep) with PEGNL.



Ms. Louise Pinsent Parsons,
College Council Public Representative

Briefly describe your role with the College of Registered Nurses.

The College of Registered Nurses is an SRO. SROs are mandated by provincial legislation and have public representatives appointed by the respective Ministers to enhance the transparency and accountability of the organization. As one such Ministerial Appointee, I am the first Public Representative to hold the position of Chair of the College of Registered Nurses Complaints Authorization Committee, (CAC).

Why is regulation important in our society?

Self-regulation is immensely important not only to the professions but for the protection of public interests. The mandate of the College of Registered Nurses is to protect the public of the province through self-regulation of the nursing profession in accordance with the RN Act. Through standards and enforcement of those standards, the College ensures that societal expectations for the nursing profession are met.

What do you see as being barriers to regulation?

Attracting and retaining capable volunteers is proving more challenging for most organizations including SROs. While there appears to be a lack of awareness by the public on the existence and role of regulatory bodies, the importance of SROs is crucial to ensure public interests are protected. Nurses and the public who want to make a difference can do so by becoming engaged in the professions. It is heartwarming to see nurses at the board table balancing careers, family responsibilities and their regulatory obligations. The promotion and recruitment of the best individuals is key.

What does the future of regulation look like?

While no one can reasonably predict the future, I believe the future of the College of Registered Nurses of NL, with its progressive and proactive governing Council and management, will serve the people of this province well. Since I first began my tenure on Council, there has been a fundamental shift in our organization - from "association" in name and often incorrect perception that its role was advocacy to "college" with its clearer mandate of regulating nursing practice for public protection. It is a great responsibility and one that I and my fellow Council members take seriously.

Vital Information

Trending Topics in #NLNursing

CNA Licensure Fee Change - 2022-2023

At the June 2021 Canadian Nurses Association (CNA) annual meeting a motion was passed regarding their membership structure. Beginning in 2022, jurisdictions will no longer be members of CNA. Membership will move to an individual nurse level. As a result of this change the College will no longer be collecting the CNA fee (\$63.65 +HST) as part of the annual licensure fee for 2022-23 (April 1, 2022 - March 31, 2023). The College has notified employers who offer a payroll deduction program of the upcoming fee change.



CNPS Licensure Fee Change - 2022-2023

The Canadian Nurses Protective Society (CNPS) professional liability protection (PLP) fee for RNs will increase in the 2022-23 year. There is no change to the PLP fee for NPs. Registrants complete the CNPS application process and pay their PLP fee directly to CNPS as part of licensure renewal. In April 2021 Registrants received an email notification directly from CNPS on the PLP fee change for 2022-23.

2022-23 Practising Licence Fee	CRNNL Fee* Paid to the College		CNPS Fee* Paid to CNPS		Total Fee*
		<i>Prior year less CNA</i>		<i>Prior year</i>	
Registered Nurse	\$ 412.47	= \$ 485.66	\$ 78.20	\$ 55.20	\$ 490.67
		Decrease of \$73.19		Increase of \$ 23	
Nurse Practitioner	\$ 412.47	= \$ 485.66- \$ 73.19	\$ 183.43	\$ 183.43	\$ 595.90

Choosing Wisely Canada

Choosing Wisely Canada has recently released several new campaigns. To view these new recommendations for each campaign, please visit www.choosingwiselycanada.org

- 4 Things Clinicians and Patients Should Question in Perinatal Transfusion Medicine.
- 9 Things Clinicians and Patients Should Question Pediatric Otolaryngology
- 7 Things Clinicians and Patients Should Question in Pediatric Rheumatology
- 11 Things Physicians and Patients Should Question - Burns Canada



Vital Information

Trending Topics in #NLNursing

A Call for Volunteers - Managers

The College of Registered Nurses is seeking managers to volunteer to participate in the Clinical Managers Advisory Committee. Meetings occur twice a year virtually. Vacancies are open for:



- Acute Care
- Mental Health & Addictions
- Community-Public Health, Community Care, and an employer outside of a Regional Health Authority.
- Long Term Care

Those who are interested, can email Jennifer at jlynch@crnnl.ca with details of their name, position, location, and practice setting.

Federal Election - CNA

CNA's election platform, titled **Charting a Course for a Healthier Nation** contains recommendations that are intended to guide federal election candidates toward action that will improve the health and well-being of people in Canada.

See more at: www.cna-aiic.ca/en/policy-advocacy/election

Award for Excellence

Nominations are open for the Award for Excellence. This award is traditionally presented to a Registered Nurse who has made an identifiable, significant contribution to the mandate of the College. Nominations can be submitted by email to jlynch@crnnl.ca and will be accepted until **October 4th**. To view more information on eligibility requirements and the nomination process, please visit www.crnnl.ca.



The Internationally Educated Nurse

Welcoming and Embracing IENs



The images of dust, fire and crumbling debris was implausible. The sound of explosions, sirens and gut-wrenching screams was incomprehensible. The feeling of panic, anxiety and heart-stopping terror was inconceivable. Twenty years ago, that morning of the eleventh day of the ninth month would firmly anchor itself in history as one of the darkest experienced by the western world.

As time progressed, the victims would be remembered and the hundreds of valiant and heroic first responders would be rightfully commended but during a period of such sorrow and deep despair, something remarkable occurred. Buried deep in the 24/7 attack coverage a story of positivity and light began to unfold of what stranded and fear-stricken travellers on international flights had experienced while grounded in the Canadian province of Newfoundland and Labrador.

In the years that followed, our welcoming and inviting spirit would become the plotline of the world-renown musical “Come From Away” and catapult Newfoundland and Labrador into the global spotlight. The overarching message being that the people of our province are inherently kind and welcoming to all. Twenty years later, at a time when global unrest lingers and global tensions are strained, welcoming newcomers and embracing diversity in Newfoundland and Labrador is becoming the way of life, most notably in our health care sector. In a province where population growth is key to our future sustainability and our population demographics creates strain on our health care system, embracing and welcoming the Internationally Educated Nurse (IEN) provides us with a major opportunity.

The College mantra is: *Setting the Standard for Nursing Excellence*; this statement may seem simplistic, but *Nursing Excellence* actually encompasses a multitude of initiatives. While the functions of the College are directly nursing related, the College also indirectly contributes to Newfoundland and Labrador’s rich diversity and multicultural communities by acting as the metaphorical bridge for Registered Nurses from across the globe to live and practise nursing in our great province.

An IEN is a nurse who is educated and practiced in countries outside of Canada. The National Nursing Assessment Service (NNAS) and the College work together with individuals who see the value and opportunity that comes with living in Newfoundland and Labrador and wish to attain their licence to practise as a Registered Nurse in the province. When a nurse requires additional knowledge, the Centre for Nursing Studies steps in to provide an invaluable service with the IEN Bridging Program. Jerome Tapang embodies the exemplary contribution made by IENs in our province.

The Internationally Educated Nurse

Welcoming and Embracing IENs

Jerome was born and raised in the Philippines. His family migrated to Canada in 2015 and recently moved to NL. He currently works as an RN at the Health Science Centre's Neuromedical Unit.

"Ever since I graduated in the Philippines, I always knew that nursing is my passion, and it all became clear that this is my calling when I started working as an RN in the Philippines. You know the saying that if you do what you love then you won't work a single day in your life? Well, that is true for me." He continued, "I am lucky enough that I love what I do for a living. So, when we moved here in Canada 5 years ago, I had to make it happen, I had to try my very best in order to be an RN not only to provide for my family and for a better future but also because this is my passion."



Jerome Tapang - Internationally Educated Nurse

He also outlined his experience with the College and the IEN Bridging Program. *"The College and the people behind the name have been nothing but helpful to me, as an IEN there have been many hurdles along the way but because the people behind the registration, licensing and regulation have been courteous and answer queries in a timely manner, the process I had to undertake here in NL has been smooth sailing."*

"I only have nice things to say with regards to the IEN Bridging Program. First, because the program is delivered online it has given me the opportunity to actually pursue it because while I was studying, I was working three jobs as an LPN in Manitoba. It was such a big help that I can do distance learning to complete the theory part and work at the same time to provide for my family. Second, the teachers have been amazing, they were all patient, helpful and I have learned a lot. Not only was my knowledge refreshed and updated, but I was also properly and thoroughly prepared to practise as a Canadian RN. Third, the curriculum is fair and adequate to update gaps in knowledge and skills. Having this education with these educators gave me the leverage and confidence I need to get back into the field."

He continued, *"the bridging program and the registration process was simple and quick. The College has been very accommodating with my queries especially with the requirements they needed from me for the initial registration. That is true up to this day when I renewed my practising licence."*

The Internationally Educated Nurse

Welcoming and Embracing IENs

While Jerome contributes his skill and knowledge to the profession he loves and provides care for Newfoundlanders and Labradorians, the question remains on how he feels about living in the province and country he now calls home.

"My wife and I, including my kids love it here! It is such a scenic place with lots of friendly people around. I have moved my family here before my clinicals started and it was a hard decision, but it was all worth it. We love the laid-back country feel the province provides and having a young family, it is important for us that we are raising our kids in an environment we feel is safe and NL gives us that."



The Honourable Gerry Byrne, Minister of Immigration, Population Growth & Skills

To address a declining birth rate and changing demographics, the provincial government strives to steadily increase immigration numbers in our province and as a result, a significant number of individuals and families from all across the globe are now proud to call our province home. These individuals work in all sectors and the majority report being embraced by their communities and welcomed by their workplaces, none more so than in the field of nursing in our health care sector. Recently, the College reached out to the Minister of Immigration, Population Growth and Skills, the Honourable Gerry Byrne who stated the following:

"Hiring Internationally Educated Nurses to work in health care throughout our province is vital to meeting our current and anticipated workforce demands and growing our population. Internationally Educated Nurses, together with our local nursing supply, are essential for delivering high quality health care services across the province. Recently, the Governments of Newfoundland and Labrador and Canada extended our Immigration Agreement to support us in bringing even more newcomers to our province.

One of the ways we are doing this is through the soon-to-be-permanent Atlantic Immigration Program. So far this year, we have assisted nearly 300 employers to extend nearly 900 job offers to newcomers, including in health care. In addition, we have invited almost 400 health care professionals to get on a path to permanent residency through the Priority Skills NL pathway.

We will continue to explore innovative approaches to assist internationally trained professionals in connecting to employment in the province, in collaboration with partners such as the College of Registered Nurses. Recognizing the essential role regulatory bodies and employers play in the success of internationally trained professionals, my department is committed to collaboratively addressing barriers facing newcomers, with a view to ensuring Newfoundland and Labrador attracts more immigrants than ever before."

The Internationally Educated Nurse

Welcoming and Embracing IENs

The College has a very crucial mandate to ensure the public receives the highest quality of care from Registered Nurses and Nurse Practitioners. Each year, there are a number of individuals who must complete a stringent and detailed process to ensure they meet the requirements set by NNAS. Upon being approved, the individuals will connect with the College to become licensed to practise in Newfoundland and Labrador. Once cleared, the Registered Nurse is able to become employed and use their professional abilities to contribute to the health care system in our province. Rahul is another great example of how IENs can be a major contributor to quality health care in NL.



Rahul Parayil Girijappan - Internationally Educated Nurse

My name is Rahul Parayil Girijappan; I am a Registered Nurse working with Central Health in Grand Falls-Windsor, Newfoundland and Labrador, the home of the Salmon Festival.

My interest in settling in this province stems from several motives. Most of my interests developed when I began my nursing career in the beautiful Newfoundland and Labrador about eleven years before. As an internationally educated nursing graduate, Central Health welcomed us with opened hands for an easy transition to the North American standards from my country of origin. Since it was a drastic change from what I was used to, I struggled a lot during the initial transformation period. However, with great support from the many mentors, colleagues, and management, I successfully reached the expected level.

I graduated with a baccalaureate degree in nursing from Rajiv Gandhi University of Health Science, Bangalore, India, in October 2007. Since then, I worked as a permanent full-time staff nurse at Grace Medical Centre in India for two years, then moved to Grand Falls-Windsor in 2010 and worked as a permanent full-time Registered Nurse at Central Newfoundland Regional Health Center. I worked in a number of roles but currently I am temporarily filling the role of the Manager of Critical Care Services.

Rahul was asked what made him wish to become an RN. He responded with the following, *"It is very challenging to point out a single reason why I want to be a Registered Nurse. The nursing profession constantly challenges me positively due to the dynamic nature of the domain. It is also giving me stable work opportunities. It is more evident during the current challenges we are facing globally. My personality is always looking for changes with the help of continuous learning and advancement in the field. This profession gives me chances to grow to continue challenging myself while ensuring our patients get the best care possible when needed.*

The Internationally Educated Nurse

Welcoming and Embracing IENs

Rahul continued, *“The College played a crucial role in my transition from India to Canada. I initially registered in Alberta and had a job there, but due to some unfortunate circumstance resulting from the recession, I could not go there. I do not ever regret that now as I have come to Newfoundland. I just had to transfer my paper from CARNA to the College to obtain a graduate permit to work with Central Health. It took only three weeks for this process during that time. The staff at the College were so supportive and helpful to answer any questions during the process.*

He concluded, *“I had mixed emotions when I reached here. I did not know anyone. Most of the friends were settled in other parts of Canada, especially in Canada’s prairie provinces. However, the friendly, warm, and welcoming nature of the people made us stay here. I live in Grand Falls-Windsor with my family. My wife is also a Registered Nurse with Central Health. We have two children. This province has its own culture stem from the French, English, Irish, and Indigenous ancestors’ heritage. Newfoundland and Labrador is well known for its recreational activities year-round, wild game hunting, angling, major tourist destinations, and winter activities are some examples. A safe environment surrounds us here in terms of quality of the air, freshwater, and even low crime rates are some of the reasons we chose Newfoundland and Labrador to live!”*

At a time when hospitals and health care centers are dealing with a host of challenges and the province, along with groups such as Health Accord NL, work diligently to reimagine health care and work to improve the overall health of our population, it is important to recognize the benefit that IENs and other internationally educated health care professionals can provide in overcoming such challenges. As Referenced in her Address on page 4, College Executive Director Lynn Power sees significant potential in attracting and recruiting IENs to Newfoundland and Labrador: *“We have an obligation to never compromise the standards of excellence set by the College. This is what ensures the public receive top-tier care from RNs and NPs, but we need to look at the system through a holistic lens to identify the challenge and capitalize on the opportunity.”* She concludes, *“Individuals and families from nations across the world are in search of a brighter future and the growth and sustainability of our province requires a boost in population. In working with all groups and recognizing all opportunities we can achieve this, but to prepare for a brighter tomorrow we must act today. The actions of Newfoundlanders and Labradorians twenty years ago defined us as a people and now, we have the opportunity to become a safe and welcoming port in a global storm.”*

Two decades have transpired and an entire generation has grown since the tragic day in September 2001, but what remains unchanged is that world-famous welcoming spirit of Newfoundlanders and Labradorians which was on display that day. Our sense of pride and community runs deep in the veins of all those who live here. We are, (without question) a provincially patriotic population that values the contribution of our global neighbours who look to our shores as a place to reside. We are acutely aware of this magnificent place and welcome the opportunity to let others share in the joy it is to refer to oneself as a Newfoundlander and Labradorian.

CONTINUING EDUCATION SESSIONS

FALL 2021

Tuesdays 1400-1500h (NST)

<i>September 21</i>	Regulatory Expectations for Medication Management <ul style="list-style-type: none"> Peggy Rauman RN, BN, MN, PhD., Nursing Consultant
<i>October 19</i>	Harm Reduction 101: A Nursing Perspective <ul style="list-style-type: none"> Jane Henderson B.A., B.Ed., M.A. Harm Reduction Consultant - Provincial Opioid Dependence Treatment Centre of Excellence, Eastern Health Mental Health and Addictions Program
<i>October 26</i>	Understanding Differences Between an Association and a College <ul style="list-style-type: none"> Lynn Power RN, MN, College Executive Director Tracy MacDonald, BScN, RN, MHS, Chair of College Council
<i>November 2</i>	How Digital Health Solutions Can Enable Your Nursing Practice <ul style="list-style-type: none"> Leah Carey BN, RN, Program Manager - Community Health, NLCHI Ashley Dinn BN, RN, Program Manager - Virtual Care & Registry Integrity Unit, NLCHI
<i>November 9</i>	Principle Based Documentation Guidelines <ul style="list-style-type: none"> Michelle Carpenter RN, BN, MEd, Nursing Consultant Peggy Rauman RN, BN, MN, PhD., Nursing Consultant
<i>November 30</i>	Introduction to the New College Website <ul style="list-style-type: none"> Julie Wells BSc. (Hons), MSc., College Research & Policy Officer
<i>December 7</i>	Health Matters: Facilitators and Barriers to Health Care for LGBTQIA2S+ People <ul style="list-style-type: none"> Dr. Sulaimon Giwa MSW, PhD, Assistant Professor and Associate Dean, MUN Charlie Murphy Executive Director, Quadrangle NL

The above sessions will be recorded and available on the web after the event.
To access archived teleconference sessions, go to www.crnml.ca.

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

All sessions will utilize the Zoom platform.

Visit www.crnml.ca to register for a session.

Details on how to attend will be emailed to those who register.

If you need assistance with registration, contact Jennifer at jlynch@crnml.ca, 709-753-6075 or 1-800-563-3200.

Access is provided five minutes prior to start time.

NEW Initiatives

This Fall, visitors to www.crnnl.ca will experience an updated, modern website that is easier to navigate.

This update will also coincide with the launch of our new Facebook page which will afford the College the opportunity to notify RNs and NPs about regulatory updates, news and education sessions.

Check your inbox for details on the status of these new initiatives.



Health Accord NL

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

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

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

**For more information on this important initiative visit
www.healthaccordnl.ca**



Professional Conduct Review

Notifications

Allegations Resolved

On December 11, 2020 the Director of Professional Conduct Review resolved an Allegation with a Registrant who inappropriately accessed multiple patient records for clients not in the Registrant's circle of care. The Registrant was required to complete specified remedial education, a reflective paper to include specified content and to meet with a College Nursing Consultant to reflect on her learnings.

On January 15, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant and a Complainant. The Allegation included issues of professional and ethical practice; critical thinking and clinical decision making; organization and management of care; leadership and practical and technical skills. The Registrant's licence will be restricted pending successful completion of specified remedial education and monitoring inclusive of monitoring reports to the Director of Professional Conduct Review for a period of 6 months continuous nursing practice following completion of the remedial education.

On January 21, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation included issues related to fitness to practice, leadership skills, time management, critical thinking, communication and documentation in the practice setting. The Registrant was required to complete a number of conditions, including obtaining a medical report to confirm fitness and capacity to continue practicing as a registered nurse, specified remedial education, meeting with a College Nursing Consultant to reflect on the Registrant's learnings.

On February 10, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant. The Allegation included issues related to the Registrant, having been selected for the Continuing Competency Program (the "CCP") Audit for 2019-2020, failed to submit required CCP documents. The Registrant was required to complete a number of conditions, including submission of the required CCP audit requirements and specified remedial education.

On March 2, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant who practised without a licence for a period exceeding three days and thereby failed to maintain liability protection in accordance with the Registered Nurses Regulations (2013). The Registrant was required to pay an Unauthorized Practice Fee and to complete specified remedial education.

On March 24, 2021 the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation relates to the Registrant inappropriately sharing patient information related to a client incident that occurred in an emergency department with the family member of another patient attending the emergency department. The Registrant was required to complete specified remedial education, a reflective paper to include specified content, and to meet with a College Nursing Consultant to reflect on the Registrant's learnings.

On April 1, 2021 the Director of Professional Conduct Review resolved an Allegation with a Registrant who practised without a licence for a period exceeding three days and thereby failed to maintain liability protection in accordance with the Registered Nurses Regulations (2013). The Registrant was required to complete specified remedial education by May 1, 2021.

Professional Conduct Review

Notifications

Allegations Resolved

On April 9, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant related to the Registrant's failure to submit her Continuing Competency Program (CCP) documents for the 2019-2020 CCP Audit contrary to Section 17(3) of the Registered Nurses Regulations (2013) and that the Registrant, in her communication with the College of Registered Nurses Newfoundland and Labrador, engaged in conduct unbecoming contrary to 18(c)(iii) of the Registered Nurses Act (2008). The Registrant was required to submit her CCP Audit documentation for the 2019-2020 and the 2020-2021 CCP Audits. The Registrant also was required to complete specified remedial education.

On May 18, 2021 the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation relates to the Registrant inappropriately sharing patient information via social media that included a resident's last name and medical information regarding the resident. The Registrant was required to complete specified remedial education, a reflective paper to include specified content, and to meet with a College Nursing Consultant to reflect on the Registrant's learnings.

On May 26, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation relates to the Registrant being aware that a Personal Care Home resident was prescribed medication without the resident's knowledge and had agreed to administer this medication knowing that the resident had not consented to this medication. The Registrant was required to complete specified remedial education, a reflective paper to include specified content, and to meet with a College Nursing Consultant to reflect on the Registrant's learnings. In addition, on May 28, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation relates to the Registrant being aware that a Personal Care Home resident was prescribed medication without the resident's knowledge and had agreed to administer this medication knowing that the resident had not consented to this medication. The Registrant was required to complete specified remedial education, a reflective paper to include specified content, and to meet with a College Nursing Consultant to reflect on the Registrant's learnings.

On June 2, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation relates to the Registrant's failure to: maintain accurate and timely documentation for multiple client files; follow-up with high-risk clients where client safety was potentially at risk; transfer information to the manager regarding client care that required follow-up; communicate effectively to promote the delivery of safe, competent, compassionate, and ethical care; make necessary referrals for clients; document care provided to clients; and follow Public Health Program guidelines and employer policy. The Registrant was required to complete specified remedial education, a reflective paper to include specified content, and to meet with a College Nursing Consultant to reflect on the Registrant's learnings.

On June 7, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant that the Registrant failed to comply with the legal requirements to self-isolate during a global pandemic and a provincial public health emergency. The Registrant was required to complete specified remedial education and to meet with a College Nursing Consultant to reflect on the Registrant's learnings.

Professional Conduct Review

Notifications

Allegations Resolved

On June 17, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation relates to the Registrant being unfit to engage in the practice of nursing due to a medical condition. The Registrant's licence to practice nursing has been restricted such that she shall not provide direct patient care or supervise other nursing staff in the provision of direct patient care; unless subject to direct supervision by a registered nurse, other regulated health professional or employer management personnel acceptable to the Director of Professional Conduct Review.

On July 22, 2021, the Director of Professional Conduct Review resolved an Allegation with a Registrant and Complainant. The Allegation included issues of the Registrant's failure to track client placement activities; failure to complete follow-up for a client; failure to maintain an accurate up-to-date filing system for documentation; failure to demonstrate knowledge of privacy and confidentiality; failure to follow employer policy and providing inaccurate information to the employer. The Registrant was required to complete remedial education, a reflective paper to include specified content, and to meet with a College Nursing Consultant to reflect on the Registrant's learnings. The Registrant's practice will be subject to monitoring for a period of 12 months inclusive of written reports to the Director of Professional Conduct Review.

On July 27, 2021, Director of Professional Conduct Review resolved an Allegation with a Registrant who practised without a licence for a period exceeding three days and thereby failed to maintain liability protection in accordance with the Registered Nurses Regulations (2013). The Registrant was required to complete specified remedial education by August 27, 2021.

Allegations Dismissed

In a Decision dated May 26, 2021, the Complaints Authorization Committee dismissed an allegation filed against a Registrant. The allegation alleged that the Registrant engaged in conduct deserving of sanction due to professional incompetence in that the registrant failed to ensure proper processes were carried out in the workplace and erred in classification of an adverse event when reporting the incident.

In a decision dated August 3, 2021, the Complaints Authorization Committee dismissed an allegation filed against a Registrant. The allegation alleged the Respondent engaged in conduct deserving of sanction due to professional incompetence in that the registrant stopped a client's medication on admission to a facility, failed to communicate with the client's family, failed to respond to the family's request for a second opinion and failed to manage the client's pain appropriately.

In a Decision dated August 18, 2021, the Complaints Authorization Committee dismissed an allegation filed against a Registrant. The allegation alleged the Registrant engaged in conduct deserving of sanction in that the registrant demonstrated professional misconduct and conduct unbecoming of a registered nurse while in attendance at the offices of the College of Registered Nurses Newfoundland and Labrador.

Call for Applications

Applications are now being accepted in the following categories:

Continuing Education (\$500-\$1000)

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

Note: Due to the impact of COVID-19 restrictions, the continuing education bursary requirement that activities/events occur from July to December has been removed. Applications will be accepted for CE activities/events completed anytime in 2021.

Bachelor of Nursing Scholarships (\$1000)

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

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

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

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

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

Nursing Research Award (\$2500)

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

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

Deadline to apply is **October 15th, 2021**.

Late applications cannot be accepted.

Annual General Meeting

At the AGM on June 3rd, 2021, members approved the 2020-21 audited financial statements and changes to the Trust Constitution (see website for details). Congratulations are extended to the Board of Directors for 2021-22:

Julie Nicholas, President
Melvin Layden, President-Elect
Michelle Carpenter, Eastern Regional Director
Anne Blackmore, Central Regional Director
Erica Hurley, Western Regional Director
Megan Hudson, Labrador Regional Director
Brenda Whyatt, Director-at-Large
Lynn Power, College Executive Director (non-voting)
Julie Wells, Coordinator (non-voting)



25th Anniversary Scholarship

The Trust is pleased to announce that Chantille Isler has been selected as the recipient of the Trust's 25th Anniversary Scholarship for 2021-22. This scholarship is awarded by CNF to a doctoral student who has demonstrated academic excellence and leadership in the nursing profession and/or community service.

Congratulations Chantille!

For more information about the scholarship, please visit the Canadian Nurses Foundation website (www.cnf-ficc.ca).

Volunteer Opportunity: Awards Committee & Research Awards Committee

The Trust is seeking College members to join the Awards Committee and Research Awards Committee. Members of these committees are primarily responsible to review applications and make funding decisions. For more information about the committees, or to volunteer please contact Julie Wells at coordinator@nlrntrust.ca by October 1st.



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

GET INVOLVED

A call for nominations will be made by the nominations committee in the coming weeks for the 2022-2025 Council postings, at which point the following positions will officially become open for nominations:

Domain Councillors:
Advanced Practice
Practice

PM40069117



55 Military Road
St. John's, NL A1C 2C5
Tel **709 753-6040**
Toll-free **1 800 563-3200**
Fax **709 753-4940**
info@CRNNL.ca
CRNNL.CA

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

The College exists so that there will be:

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