



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

ANNUAL REPORT

2024-2025

Purpose

The College regulates the nursing profession so that the public of Newfoundland & Labrador receive safe, ethical, quality care.

Public Confidence in Nursing Regulation

The public has confidence in nursing regulation through:

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



Public
Confidence in
Nursing Regulation

Future-Focused Regulation

Nursing regulation is future-focused through progressive and innovative reforms.



Future-Focused
Regulation



Competent & Accountable
Professionals

Competent & Accountable Professionals

Nursing professionals are competent and accountable through the establishment and use of standards of practice.***

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

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

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

FROM THE COLLEGE CHAIR

Registered Nurses and Nurse Practitioners, it is with great pride and reflection that I share this message in what marks a truly historic and transformative year for the College of Registered Nurses of Newfoundland and Labrador.

Over the past year, the College has continued its mandate of protecting the public through excellence in nursing regulation. As Chair of the College Council, I have witnessed advancement in areas such as the implementation of the new Code of Professional Conduct for Registered Nurses and Nurse Practitioners, strengthened regulatory collaboration with national and provincial partners, and supported initiatives which aim to improve regulatory efficiency and strengthen nursing practice, education, and licensure.

However, without question, the most significant milestone this year has been the joint announcement by our College and the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) that our two organizations will merge to form a single regulatory body: the NL College of Nurses. This unification—slated to take full effect in April 2026—represents a new era in health regulation, enhanced public protection, and greater regulatory clarity for all nurses in our province. It is change built on collaboration, shared values, and a deep commitment to the public interest.



Tonya Ryan – Chair of College Council

As Chair of CRNNL Council, I have had the privilege of working closely with my counterparts at CLPNNL to ensure this transition is grounded in respect, transparency, and trust. I am honoured to state that I have been named Chair of the board which oversees the transition to the new organization and will officially take the role of Chair once the NL College of Nurses becomes operational in April of 2026. I, along with my Vice Chair, Mr. Chris Janes, and our colleagues look forward to governing this new organization in its inaugural phase with integrity, dedication, and continuity.

A tremendous amount of effort and commitment is required to advance an organization with a mandate as important as the College of Registered Nurses of NL. To our staff, councilors, and our stakeholders, thank you. Thank you for your professionalism, engagement, and resilience. It has been the cornerstone of this year's progress and will be the foundation of our collective future.

To the RNs and NPs in our province—thank you. Thank you for recognizing that strong regulation is essential for ensuring all Newfoundlanders and Labradorians receive safe, ethical, and competent care. Your daily contribution to our healthcare sector is beyond measure.

With gratitude,

A handwritten signature in black ink, appearing to read 'Tonya Ryan', with a stylized flourish at the end.

Tonya Ryan

Chair, Council of the College of Registered Nurses of Newfoundland and Labrador

FROM THE EXECUTIVE DIRECTOR

It is my privilege to present this year's Annual Report on behalf of the College of Registered Nurses of Newfoundland and Labrador. From April 1, 2024, to March 31, 2025, we continued to advance our public protection mandate while responding to a rapidly shifting regulatory and health care landscape—both provincially and nationally.

This year marked a substantial expansion of the College's role: through new legislative authority, we are now enabled to **license and regulate Registered Psychiatric Nurses (RPNs)** in Newfoundland and Labrador. This decision reflects the province's commitment to regulatory consistency and to strengthening the mental health workforce. We are proud to take on this responsibility and look forward to their future integration into the province's health care sector.



Lynn Power - Executive Director CRNNL

The College of Registered Nurses has also been actively engaged in discussions related to **national labour mobility reform**, particularly in light of anticipated changes to the Canadian Free Trade Agreement. As governments seek to strengthen the interprovincial movement of certified professionals, especially in health care—regulators are being called upon to modernize systems and remove unnecessary barriers. We have embraced this work with a forward-looking approach, advocating for fair, transparent, and timely registration processes that uphold public trust while responding to workforce realities.

In addition, this past year has been defined by collaboration and vision as we work toward the most significant milestone in our organization's history, the establishment of the **NL College of Nurses**—a unified nursing regulator that will bring together CRNNL and the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL). This transition is about more than operational change; it is about creating a modern, inclusive regulatory model that reflects the needs of the public, the profession, and the future of nursing. I am deeply grateful to our Council, staff, and partners who have contributed to this historic undertaking with clarity, professionalism, and purpose.

To know where we are going, we must look from where we came. I encourage readers to look at the impactful work our College has undertaken this past reporting period so when we look to the future, we do so with confidence that, when grounded in integrity and unity, regulation can be a catalyst for better health outcomes and stronger systems.

It's been said, *"The best way to predict the future is to create it."* I believe this is precisely what our organization has been doing during such a profound and meaningful period in CRNNL's history.

A handwritten signature in black ink that reads "Lynn Power".

A NEW ERA IN NURSING REGULATION



On December 2, 2024, a historic milestone was reached for nursing regulation in Newfoundland and Labrador. With the passage of Bill 87—An Act Respecting Licensed Practical Nurses, Registered Nurses, Registered Psychiatric Nurses, and Nurse Practitioners—the foundation was laid for a new unified regulatory body: the NL College of Nurses.

This transformative legislation enables the merger of the College of Registered Nurses of Newfoundland and Labrador (CRNNL) and the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNL), creating the largest healthcare regulator in the province. The new organization will oversee the licensure and regulation of more than 10,000 nursing professionals, including Nurse Practitioners, Registered Nurses, Licensed Practical Nurses, and Registered Psychiatric Nurses.

The decision to merge follows years of thoughtful consultation and collaboration. Over time, CRNNL and CLPNL have shared aligned missions and values, working in tandem to strengthen nursing regulation and uphold public protection. The unification into a single regulatory College reflects a continued commitment to these goals while enhancing efficiency, consistency, and clarity in nursing oversight.

“The creation of the NL College of Nurses is a significant milestone for the nursing profession in our province,” said Lynn Power, Executive Director of CRNNL. *“By coming together, we are better positioned to respond to the evolving needs of the health system, support our nurses in delivering safe and competent care, and uphold the public’s trust in our profession.”*

While the regulatory landscape is evolving, the standards that define the nursing profession remain steadfast. The new College will continue to promote excellence in nursing practice, ensuring that all registrants—regardless of designation—adhere to core values of professionalism, ethics, and competence.

“This merger is about more than structural change; it’s about building a stronger, more unified future for nursing regulation in Newfoundland and Labrador,” said Wanda Wadman, CEO and Registrar of CLPNL. *“We are entering a new era—one that emphasizes transparency, collaboration, and accountability while remaining firmly committed to serving the public interest.”*

The official formation of the NL College of Nurses will take effect on April 15, 2026. Until then, all existing regulatory processes—licensure, standards, conduct, and continuing competency—remain unchanged.

As we move forward, CRNNL remains dedicated to supporting a seamless transition, maintaining operational excellence, and preparing for a new chapter in nursing regulation—one marked by unity, innovation, and continued public trust.

RAISING REGULATORY AWARENESS:

A Transformative Year for the College Connection Podcast

In 2024-25, the College Connection Podcast emerged as a gamechanger in advancing how the College engages with registrants. Now in its fifth season, the podcast has transformed how registrants are able to receive education and continuing competency activities, dramatically increasing awareness of nursing regulation and professional standards in Newfoundland and Labrador.

A total of 18 episodes were released across major platforms including YouTube, Apple Podcasts, and Spotify. These episodes were accessed over 20,000 times, a remarkable indicator of registrant engagement and public interest. The outreach across all digital/social platforms was unprecedented with an increase of over 999% compared to the previous year and engagement with over 50,000 individuals.



YouTube proved especially effective, with 22,500 video views and more than 2,700 hours of content watched, up 73% and 60% respectively from the year before. Subscriptions to the College's YouTube channel increased by 48%, demonstrating sustained interest among viewers. On the audio side, podcast downloads across platforms such as Apple, Spotify, iHeart Radio, and Acast surged by 500%, reaching a total of 6,255 downloads this year.

The decision to replace traditional formats like print magazines and in-person workshops with dynamic, digital-first approaches has proven to be transformative. The podcast format has allowed the College to respond more quickly to emerging regulatory topics, spotlight expert voices, and deepen registrants' understanding of complex practice issues.

By leveraging targeted marketing on Facebook, Instagram, and X (Twitter), the podcast has become part of a larger digital strategy that prioritizes accessibility, transparency, and engagement. As the College continues to evolve, the College Connection Podcast has not only enhanced regulatory communication—it has built a trusted platform where registrants and stakeholders come to learn, reflect, and connect with the profession in new and meaningful ways.

COLLEGE COUNCIL

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

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

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



CRNNL COUNCIL MEMBERS (2024-2025)

Tonya Ryan, Chair/Central Region Councilor

Dr. Glyn George, Vice-Chair/Public Councilor

Louise Pinsent Parsons, Public Councilor

Steve Clark, Public Councilor

Aubrey Dawe, Public Councilor

Patricia Rodgers, Councilor at Large

Michael Morris, Councilor at Large

Denise Chant, Eastern Region Councilor

Donna Luther, Western Region Councilor

Vanessa Fewer, Labrador-Grenfell Region Councilor

Melissa Colbourne, Administration Councilor

Tina Cadigan, Education and Research Councilor

Rodney Pike, Advanced Practice Councilor

Seretha Wheaton, Practice Councilor

COLLEGE COUNCIL

Items from Council

LEADERSHIP ANNOUNCEMENTS

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

TONYA RYAN - CENTRAL REGION COUNCILOR
*** VANESSA FEWER - LABRADOR-GRENFELL REGION COUNCILOR**
MELISSA COLBOURNE - ADMINISTRATION COUNCILOR
TINA CADIGAN - EDUCATION AND RESEARCH COUNCILOR

TONYA RYAN - ELECTED CHAIR OF COLLEGE COUNCIL

MEETINGS OF THE COLLEGE COUNCIL & AGM

The Council of the College of Registered Nurses (College Council) held meetings in June, October, and February. The 70th Annual General Meeting of the College of Registered Nurses of Newfoundland and Labrador was held on June 12th, 2024.

** In May of 2025 Ms. Fewer was elected to the board of the Registered Nurses Union of NL and resigned her College Council seat. Given the period of transition the Council is currently experiencing, the decision was made to not fill the seat at this time. The College Council and staff thank Ms. Fewer for her contributions and wish her the best in her new role.*

JUNE 2024

The audited financial statements for the year April 1, 2023, to March 31, 2024, were approved as presented.

Council approved the Strategic Outcomes Annual Progress Evaluation Report as evidence of satisfactory progress in the 2023-2024 period.

A Declaration of Intent to Form a Single Nursing Regulator was approved.

In June, the Minister of Health and Community Services officially received the 2023-24 Annual Report from the College of Registered Nurses.

OCTOBER 2024

In anticipation of legislation that will permit the College to regulate, and license Registered Psychiatric Nurses (RPNs) in Newfoundland and Labrador, the College Council approves the following documents:

- *Registered Psychiatric Nurse Entry-Level Competencies (2014)*
- *Standards of Psychiatric Nursing Practice (2019)*
- *Code of Ethics for Registered Psychiatric Nurses (2017)*

Council detailed the Strategic Outcomes which have been approved by the Council and identified areas that would be deemed a priority in the coming weeks and months. Council approved these interpretations and granted the College the ability to move forward with the work.

OCTOBER 2024 (CONTINUED)

Document Approval

During the October 2024 meeting Council approved three practice documents which were developed in consultation with stakeholders. The College thanks the professionals who contributed.

- *Ending the Therapeutic Nurse Practitioner Client Relationship*
- *Nurse Practitioners Closing or Leaving Practice*
- *Cosmetic Procedures*

FEBRUARY 2025

The College routinely approves and reviews the performance of the nursing programs in our province. At this meeting three program reports were reviewed by Council.

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

All programs excelled and met all the conditions for continuance.

Departmental Updates

Licensing and Registration provided an update to College Council on the renewal numbers up to that point and detailed the progress of the new registration software, Alinity. As with any implementation of a system of this scale, a slight increase in inquiries was noted but overall, the renewal statistics at the point were deemed to be successful and on par with those of prior years.

Professional Conduct Review outlined trends in discipline and highlighted ongoing initiatives related to professional conduct and Council was provided with information involving trends in regulatory discipline including the rise in the number of complaints being received from public members.

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

College Council held discussions on the status of establishing one provincial nursing regulator.

Document Approval

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

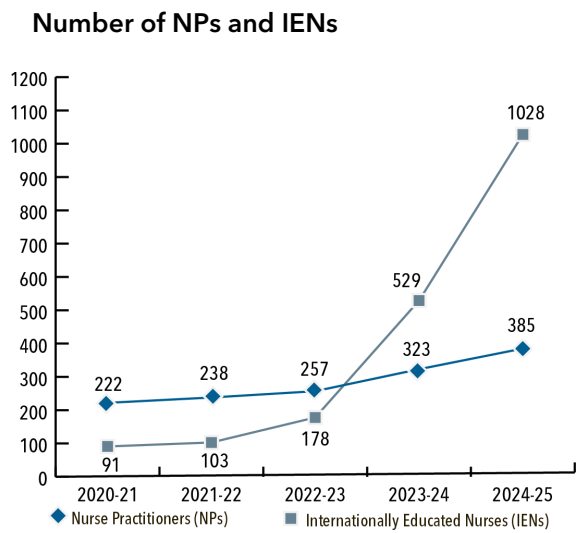
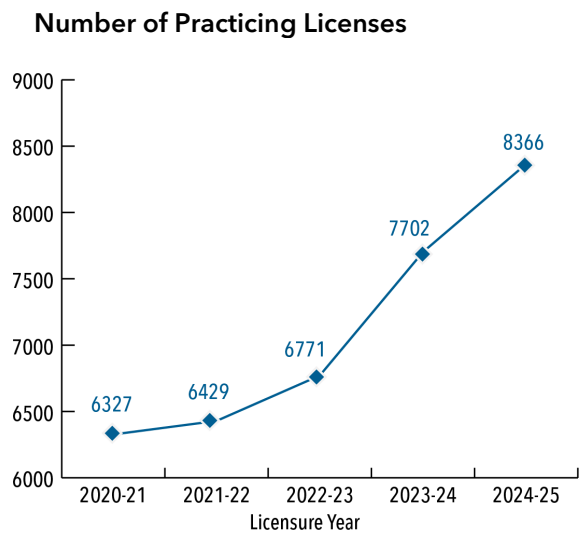
PUBLIC CONFIDENCE IN SELF REGULATION

OUR NUMBERS

There were 8366 registrants with a practicing license at year end, an increase of 8.2% from last year. The number of non-practicing members increased by 32% (653).

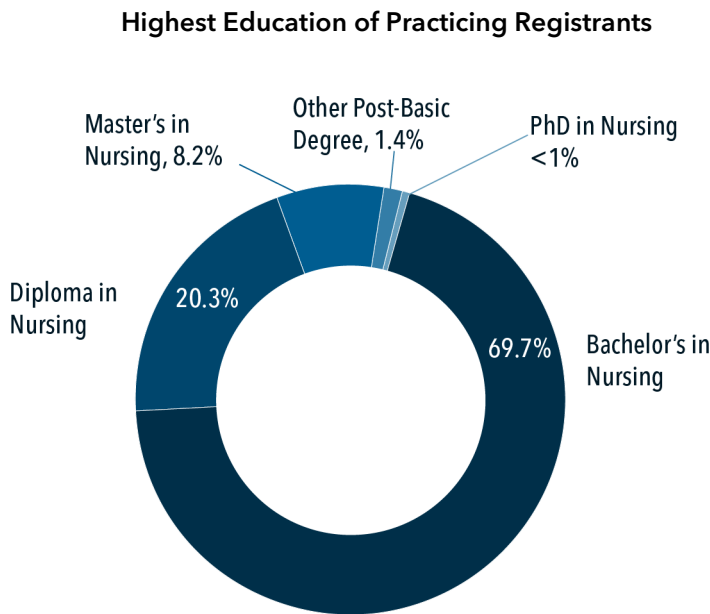
Nurse Practitioners accounted for 4.6% of practicing registrants at year end. A total of 385 registrants had a practicing NP license, representing a 20% increase over last year.

Internationally Educated Nurses accounted for 12.3% of practicing registrants.

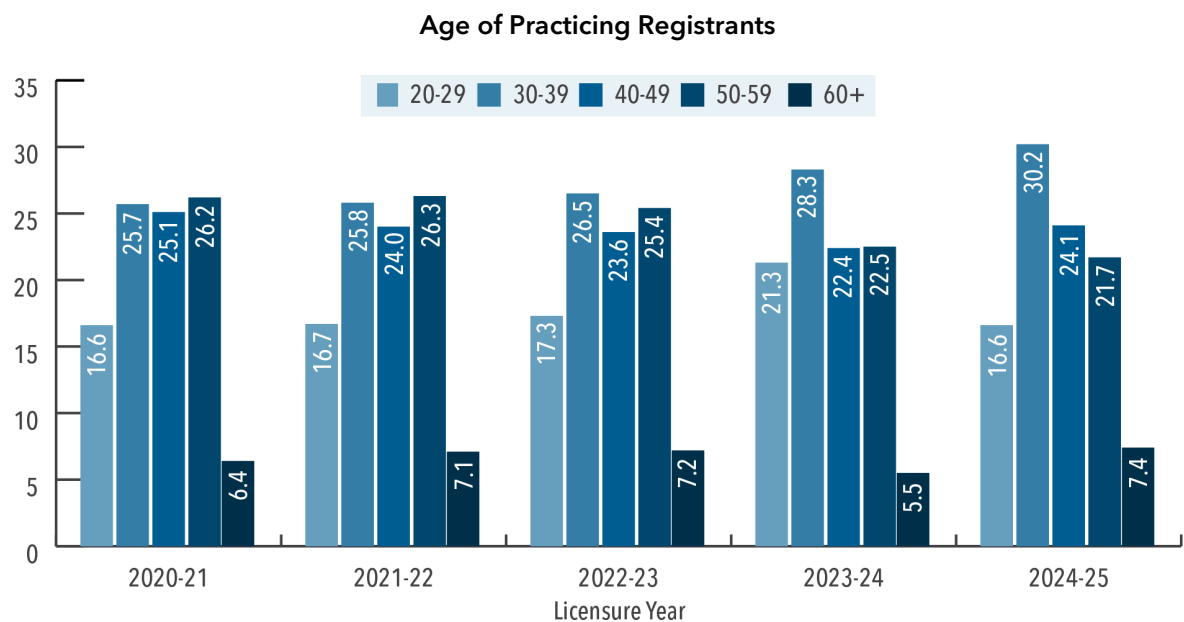


DEMOGRAPHICS

Nearly 7-out-of-10 (67.9%) practicing registrants had a Bachelor of Nursing as their highest education in 2024-25.



Over the past five years approximately half of all practicing registrants were in the 30–49-year age range. The proportion of practicing registrants age 60+ increased 1.9 percentage points compared to last year.



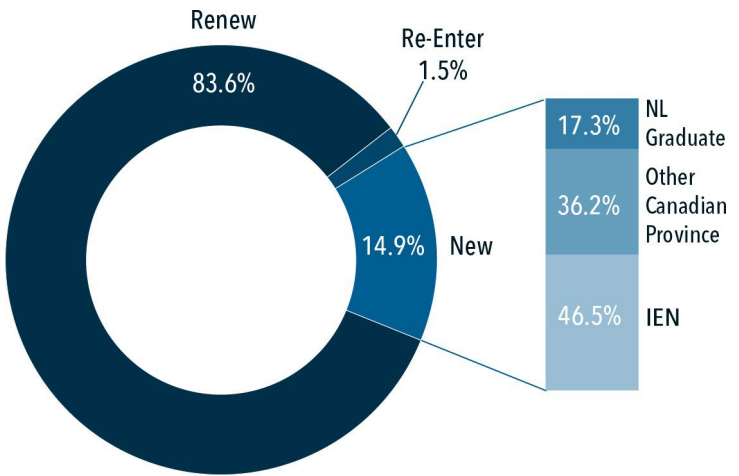
Registration Services

REGISTRATION

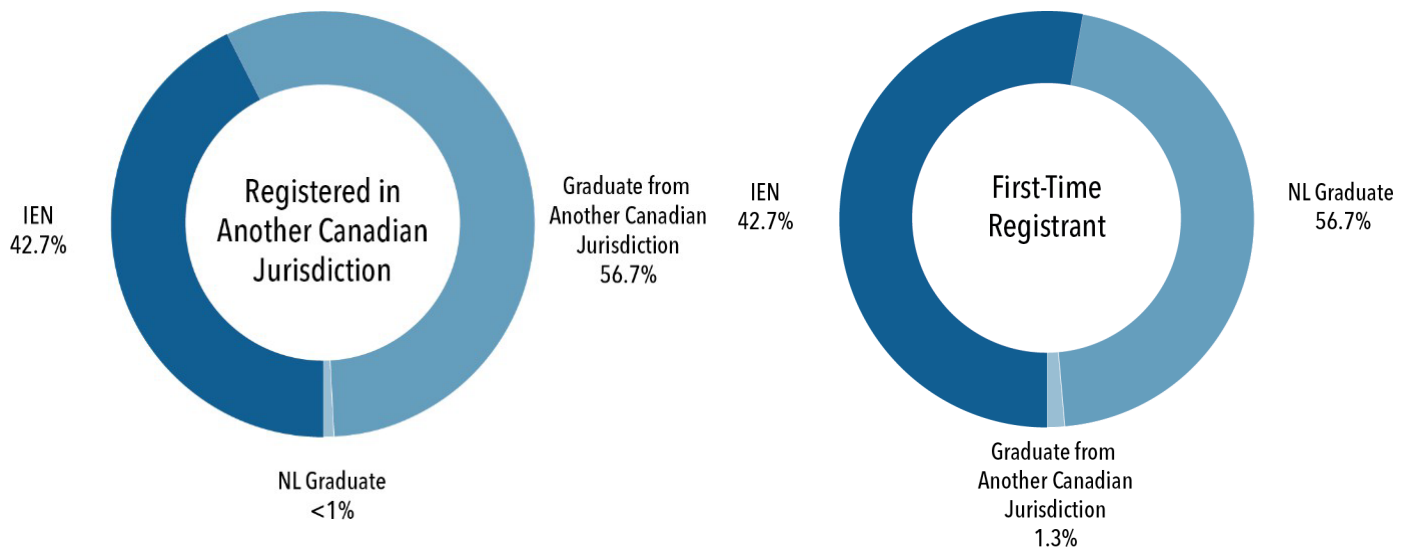
The majority of the 8366 practicing licenses issued in 2024-25 were to registrants renewing from the previous licensure year (83.6%). Another 1.5% re-entered from lapsed or non-practicing and 14.9% were new registrants.

Compared to last year:

- The number of registrants who **renewed** a practicing license increased from 6308 to 6990 (10.8% increase).
- The total number of **entries** (i.e., new registrants plus those who re-entered) decreased to 1376 (1.3% decrease).
- The number of **new registrants** decreased slightly to 1248 (1.2% decrease). In 2024-25 approximately one-in-seven registrants (14.9%) were newly registered with the College.



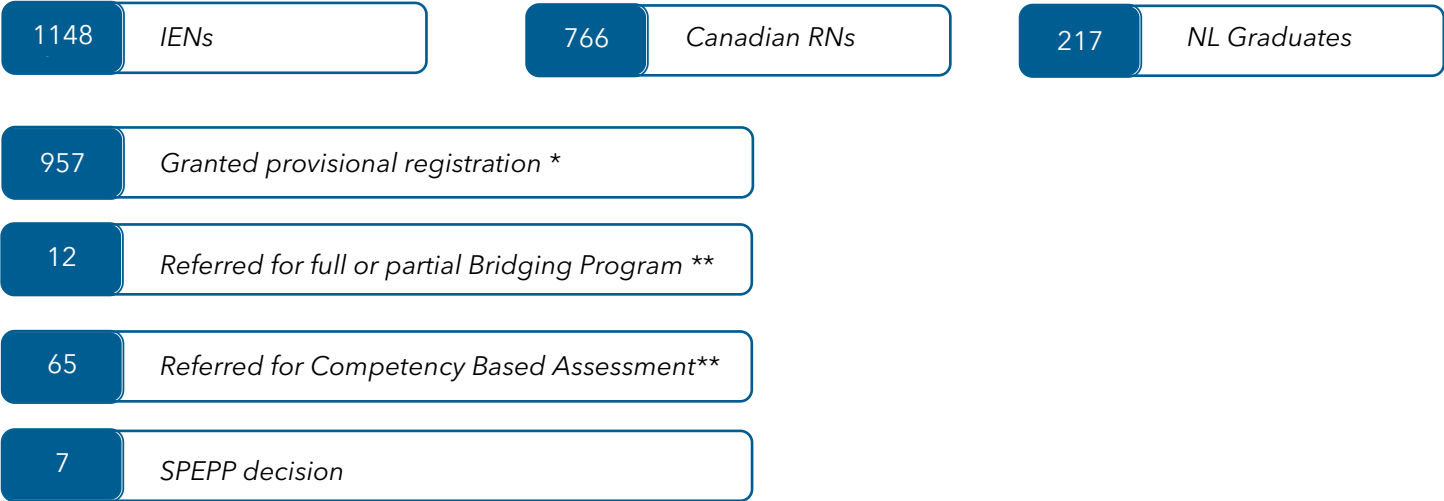
For the third year in a row, the number of new registrants who were already registered in another Canadian jurisdiction (n=787) exceeded the number who registered as an RN in Canada for the first time (n=461).



APPLICATION STREAMLINING

2123 new applications were received in 2024-25.

- 217 from NL graduates (on par with last year)
- 766 from Canadian licensed RNs (44.5% increase from last year)
- 1148 from IENs (97.9% increase from last year)



* Provisional registration is granted to IENs and new graduates who have met the requirements for registration except for completing the national licensure exam (NCLEX-RN). Upon passing NCLEX-RN they are eligible for RN registration and licensure.

** Application decisions include individuals who applied in a previous year and the current year.

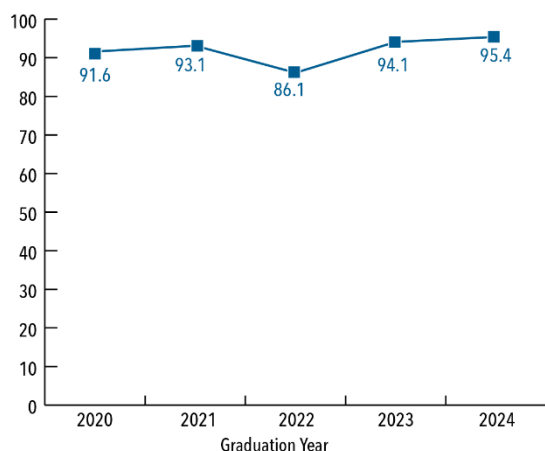
EXAMINATIONS

96% of graduates who completed a program at the NL schools of nursing in 2024 passed the NCLEX- RN® on their first attempt.

32% of internationally educated nurse applicants who wrote as an exam candidate of CRNNL passed the NCLEX-RN® on their first attempt. This is below the international average for first time IEN writers (54%).

100% of NP-Family/All-Ages (F/AA) graduates who completed an NP program in 2024 successfully wrote the Canadian Nurse Practitioner Exam (CNPE) on their first attempt.

First-Time NCLEX Pass Rate



RESOURCES

In Fall 2024 the Provincial government amended the RN Act and subsequently the RN Regulations to allow for the ability for the College to licence Registered Psychiatric Nurses (RPNs). RPNs have existed in western Canada for over 100 years. These legislative changes now permit RPNs to practice in NL. The College launched its application process for RPNs prior to the end of the licensure year but had not licensed an individual RPN by year end.

CRNNL and CLPNNL, with an external partner, completed a plain language review of all registration/licensure content on our respective websites. The review resulted in recommendations to streamline information to ensure our audience clearly understands our messaging. These recommendations will be incorporated during the new licensure year.

The College completed an evaluation of its Supervised Practice Experience Partnership Program (SPEPP). To date 30 individuals have completed SPEPP. The program is employment focused and allows eligible individuals who do not meet currency of practice requirements the ability to be granted an interim licence with conditions, where they must practice for a minimum number of hours under direct and indirect supervision. By successfully completing the program, the individual RN or NP will meet the currency of practice hours requirement and enhance their nursing knowledge, skill and judgement. Surveys were conducted with participants and system partners (preceptors and managers). The College is reviewing the data and will determine if any changes to the program will be recommended.

REGISTRATION RESOURCES (continued)

The Registration Department continues to prepare for the implementation of the National Nurse Practitioner Regulation Framework Implementation Plan Project, where NPs will be licensed under one category of practice. This includes the development of a new national NP licensure exam and will facilitate labour mobility in Canada. Project components will be implemented in 2026 and 2027.

CRNNL continued to support exam development (NCLEX-RN® and CNPE:F/AA) with a number of registrants submitting their names for the first time and a number of registrants being selected to participate in item development activities.

Registration and licensure web content, including applications and associated forms, examinations pages (RN and NP), fee schedule, and CCP, were reviewed and updated throughout the year.

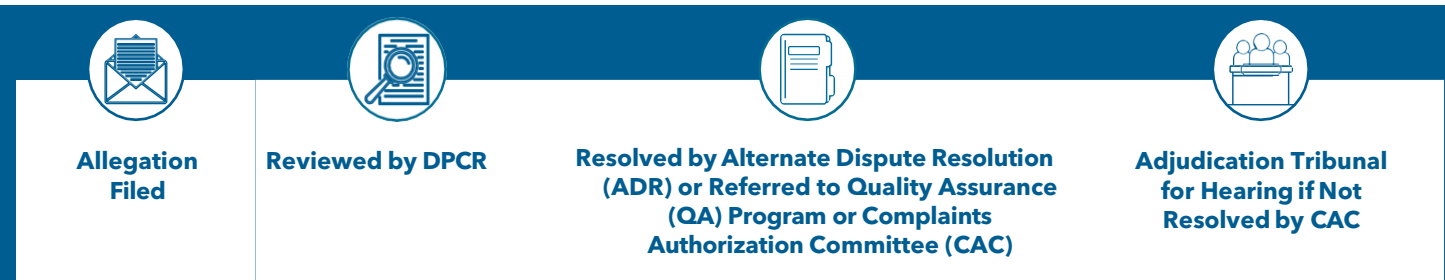


Professional Conduct Review

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

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

THE PCR PROCESS



ALLEGATIONS

Seventy-one reports were filed alleging a registrant engaged in conduct deserving of sanction. This represents a 39% increase over the previous year. Analysis shows that there is a general trend towards increases in both the number of allegations, number of registrants and significance of the concerns.

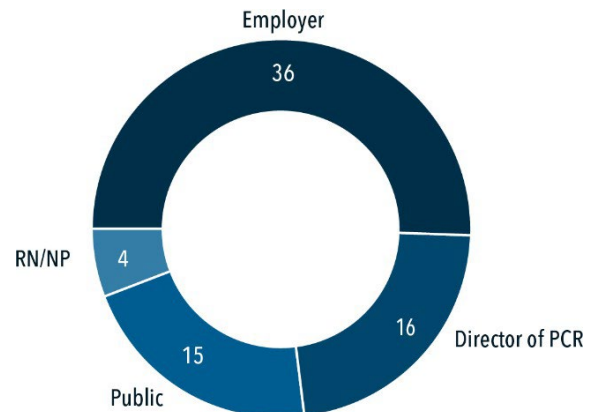
Allegations were filed by a variety of sources and fell into one or more categories of conduct deserving of sanction.

Categories with examples of conduct issues during this reporting period are as follows:

18 Breach of Act, Regulations or Code

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

Sources of Allegations



6 Conduct Unbecoming

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

24 Professional Incompetence

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

6 Incapacity/Unfitness

- Impairment due to substance abuse
- Physical Incapacity

33 Professional Misconduct

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

QUALITY ASSURANCE (QA) PROGRAM

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

ALTERNATE DISPUTE RESOLUTION (ADR)

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

34 Attempts to resolve via ADR

5 Agreements pending signature

17 Agreements signed and being monitored

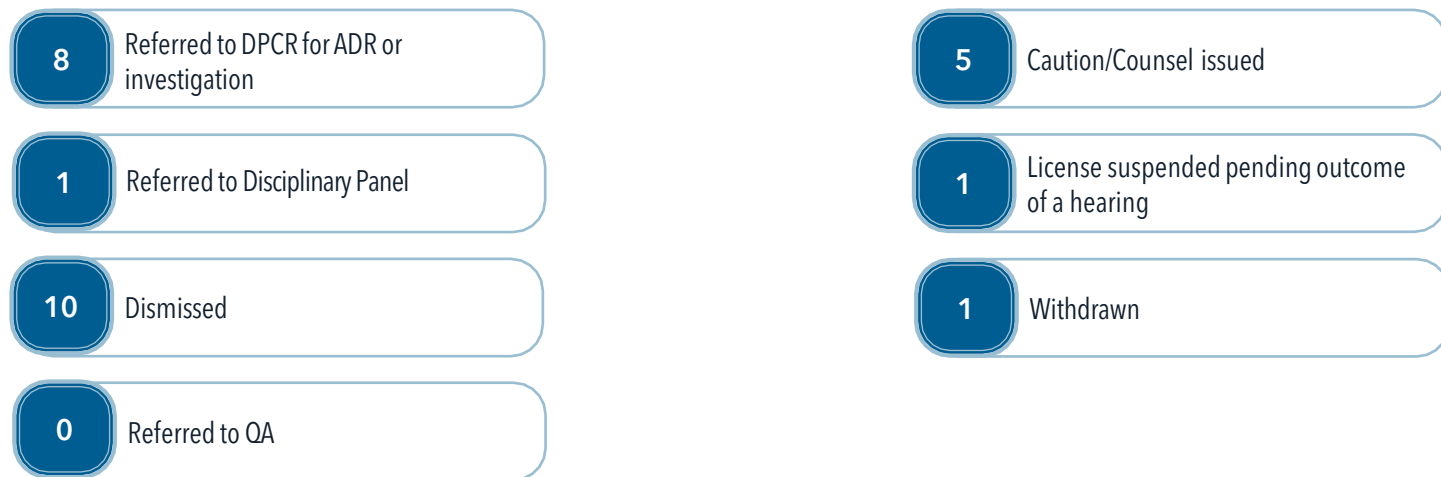
10 ADR agreements completed

2 Agreements entered into and failed

While the ADR process is well established, there are circumstances where it is not an option (e.g., an investigation is required; consent to explore not provided by Registrant or Complainant). Resolution by ADR was explored in 48% of the allegations received this year compared to 29% last year and 37% the previous year.

COMPLAINTS AUTHORIZATION COMMITTEE (CAC)

The CAC met 12 times to review 33 allegations. Outcomes of the CAC included:



ADJUDICATION TRIBUNALS

The Adjudication Tribunal was convened on 5 occasions.



RESOURCES

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

PUBLIC CONFIDENCE IN SELF-REGULATION



The Continuing Competency Program (CCP)

This is the second-year registrants were required to capture CCP through the Alinity Member Portal. Information regarding CCP, Alinity, and other programming requirements were communicated through Notes from the Practice Team in 12 editions and two education events on the College's YouTube channel. Nursing consultants answered 295 (37.8%) practice calls related to CCP & Alinity over the past year.

The 2024 CCP Audit (licensure year April 1, 2024-March 31, 2025) ran from July 2024 to September 2024. This was the first year the CCP audit was conducted using the Alinity Audit Module. In accordance with policy, 10% of NPs and 5% of RNs were audited for a total of 364 registrants. One hundred twenty-six registrants (34.6%) had to resubmit their learning plan. The most common reason for resubmission was incomplete impact statements. One registrant was referred to the Director of Professional Conduct Review (PCR) for failure to meet CCP audit requirements. At the end, 99.7% met the CCP Audit requirements. Antidotally, registrants required to resubmit their learning plan reported the audit process to be straightforward, efficient, and supportive.

Education Approval

One of the important regulatory roles of the College is to approve and then annually review the performance of entry to practice (ETP) nursing programs in our province. In February 2025, College Council reviewed and accepted annual reports from the three ETP nursing programs. All excelled, thus met all the conditions for a continued approval status. The MScN - NP Program, based upon three years of cumulative data, scored 94% and the BScN Collaborative Program, based upon two years of data, scored 100%. Due to timing of the initial approval of the IEN Bridging/Re-Entry program review there is no score, but on all measured indicators they continued to meet all requirements for continued approval status.

Interjurisdictional Nursing Licensure (INL)

The Canadian Nurse Regulators Collaborative (CNRC) Project Steering Committee continued to meet throughout 2024-25. An INL Commitment document was approved by CNRC Board in January 2025 and subsequently signed by all CNRC nursing regulatory bodies. The commitment document established the shared principles and a common approach by which nursing regulators commit to develop systems, protocols, processes, and procedures to meet the evolving needs of labor mobility and the INL requirements to provide care to clients across Canada. The College has representation on this committee and the committee met six times in 2024-2025.



ACCOUNTABLE PROFESSIONALS

Making Connections

The Practice Team responded to 780 practice inquiries. Most frequently asked questions were related to CCP (37.8%), scope of practice (13.5%), virtual nursing practice (5.3%), Standards of Practice (4.4%), or self-employment (3.7%). This year saw a return to a more similar number of practice calls with this being the second year since the implementation of the Alinity member portal. Nursing consultants assisted 136 (14.9% of practice inquiries) registrants in registration/Alinity and general information questions.

The College provided 32 registrant education sessions on a variety of topics including Scope of Practice - Collaborative Practice between RNs and LPNs, and Assignment of Care, Accountability, Professionalism and social media, Fitness to Practice, Documentation Principles, Medication Management, RN Prescribing, Virtual Nursing Practice and Duty to Report. These education sessions were a combination of virtual and/or in person and 26 were collaborative education sessions with the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNL). There were 1016 in attendance, including NPs, RNs, LPNs, and UCPs/PCAs. This was an increase of 108 or 11.8%. Of note, the College and CLPNL provided 16 education sessions on Scope of Practice and Professional Accountability to NLHS LTC staff in the Eastern and Central zones.

Nursing consultants presented to 828 RN and NP students on a variety of topics. This was an increase of 276 or 50% in student participation.

The annual collaborative education event with the Newfoundland and Labrador College of Social Workers (NLCSW) and the CLPNL called *"Harm Reduction: Everyone has a Role"* was held in February 2025. This provincially broadcast event had 446 individuals registered, which is an increase of 12.6% from last year.

The College held education and information sessions with NLHS Nursing Professional Practice Consultants in September 2025 to support the mutual sharing of information and to identify how the College can continue to support nursing practice. Topics related to nursing practice, registration and licensure, professional conduct, and new regulatory documents were discussed.

This reporting period saw a record-breaking amount of engagement with RNs and NPs mainly via the College Connection Podcast. Audiences were able to access the podcast on-demand 24/7. Video recordings of each session were uploaded to the College's YouTube channel with unprecedented viewing numbers, (outlined on page 4 of this document).

Code of Professional Conduct

In February 2025, College Council approved the Code of Professional Conduct (Code) as the College's Professional Standard and Code of Ethics. The new Code replaced the College's Standards of Practice for Registered Nurses and Nurse Practitioners (2019) and the Canadian Nurse's Association (CNA) Code of Ethics for Registered Nurses (2017) and establishes the minimum expectations for RNs and NPs in all practice settings across NL. Consultation on this new document involved surveys, key informant interviews, and national discussions.

The College maintained the same NP Standards of Practice that were previously included in the combined Standards of Practice of Registered Nurses and Nurse Practitioners (2019).

These standards are at an advanced level to reflect nurse practitioner advanced competencies, and each indicator is reflective of its application at the advanced role of Nurse Practitioners. NPs are responsible and accountable to meet both sets of expectations.

Registered Psychiatric Nurses (RPNs)

In November 2024, Bill 84 which amended the *Registered Nurses Act, 2008* was passed in the House of Assembly and came into effect on January 1, 2025. This paved the way for RPNs to be registered in NL. This legislation represents the first time the College has added a professional designation via provincial legislation since the introduction of the NP title in NL 27 years ago in 1998.

To provide the required regulatory support for the RPN role, the College worked collaboratively with western Canadian jurisdictions which have been regulating RPNs for many years. After local consultation with key partners, Council approved the Scope of Practice, Code of Ethics, Standards of Practice, and Entry-Level Competencies (ELCs) documents for RPN practice. To help all stakeholders understand the role, an RPN Fact Sheet with responses to common questions related to RPN practice was made available. The College delivered a presentation on the RPN Scope of Practice to key partners, including the Department of Health and Community Services, the Registered Nurses Union of NL, and NLHS senior leadership at the Provincial Nursing Network meeting.



Resources - Practice

The practice team distributed 12 editions of Notes from the Practice Team e-newsletter this year which provided regulatory and clinical information, opportunities to participate in research, consultations surveys, etc., from key external partners. On average, Notes from the Practice Team were sent to 6145 RNs/NPs each month and was opened by registrants 62.5% of the time.

In addition, time sensitive material was distributed to NPs through the practice team email. Thirty-seven emails were sent to NPs distributing memos on behalf of the Provincial Chief Medical Officer of Health and Provincial Laboratory Services (23), College consultation invitations and reminders (10), College committee volunteer opportunities (2), and sharing information from key partners (2).

To ensure RNs and NPs had the necessary resources to support safe practice, CRNNL revised/created the following documents:

- CCP Framework
- CCP Guide
- CCP & CCP Audit FAQs
- Code of Professional Conduct (New)
- Considerations for Determining Assignment of Care (New)
- Cosmetic Procedures (New)
- Ending an NP Client Relationship (New)
- Nurse Practitioners Closing or Leaving Practice (New)
- RPN Scope of Practice (New)
- RPN Fact Sheet - FAQs (New)
- RN Prescribing Applications
- Supervised Practice Experience Program Practice Guideline
- Supervised Practice Experience Program FAQ

NP/RN Consultation

To increase NP and RN engagement in document development and the consultation process, two Frameworks for Document Development were created, one specific to each discipline. These frameworks have been incorporated into workflow.

RN Entry-Level Competencies (ELCs)

Canadian Council for Registered Nurse Regulators (CCRNR) established a Steering Committee to revise the current national RN ELCs. The College has representation on this Committee which met four times over the past year. A consultant team was selected to assist with this work.

EVOLUTION OF THE PROFESSION

RN Prescribing

The College collaborated with NLHS and Saskatchewan Polytechnic to discuss questions/feedback from RNs completing the RN Prescribing courses. Six RNs were granted prescribing authority in 2024-25 in a variety of practice settings. College documents specific to RN prescribing were updated over the past year with approximately 30 RNs currently enrolled in one of the three courses. The College updated its application process to ensure the appropriate use of the guidance document.



New Model of NP Regulation

The Canadian Council of Registered Nurse Regulators (CCRNRR) continued to move forward with its main deliverable for 2024-25 within its multi-year, multi-faceted initiative for NP Regulation, which was one entry level examination: the Canadian Nurse Practitioner Licensure Exam (CNPLE).

This past year, NPs from across the country collaborated with the vendor to develop an exam blueprint (test blueprint) which would provide the basis for item writing, etc. and later inform the development of the national entry-level exam. The exam blueprint was approved by CCRNR early 2025 and released February 2025.

NP Regulation Framework Implementation Plan Project (NPR-FIPP) also finalized a legacy plan this past year for NPs currently licensed as Family/All Ages, Adult, Pediatric, Neonatal, if they wish to move to the new one category of practice. The College continues to work on this legacy plan and the requirements specifically for NPs practicing in NL which will go live in 2026.

- There were three Project News newsletters published during this past year.
- NPR-FIPP provided presentations locally, nationally, and internationally on the new model for NP regulation. Communication materials were developed to accommodate these requests. NPR-FIPP Executive Lead and CRNNL NPR-FIPP representative provided a presentation in April 2024 for the National Council of State Boards of Nursing at its Advanced Practice Registered Nurse (APRN) Roundtable.
- NPR-FIPP Steering Committee completed its mandate this year and will transition into a CCRNR NP Board Committee in Spring 2025 to support implementation of the national NP regulatory model.

Collaboration & Partnerships

Collaborated with the Newfoundland & Labrador Nurse Practitioners Association (NLNPA) to disseminate clinical information to NPs received from key external partners.

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

The College worked with NLHS nursing managers and Professional Practice to support NLHS to add new/emerging competencies to NP/RN scope of practice and to support the introduction of nursing staff into Family Care Teams.

The College collaborated with the Department of Health & Community Services regarding the role of unregulated care providers (UCPs) in community settings and their educational preparation, as well as the Provincial Medical Officer with Emergency and Paramedicine Services Division in response to an inquiry regarding scope of practice of RNs and Paramedics.

The College participated in a national meeting held in January 2025 with the Public Health Agency of Canada (PHAC) to discuss the role of the regulator in addressing concerns brought forward by the Yellow Fever program related to professional conduct and information dissemination.

The College participated in a focus group meeting with other Canadian nursing regulators regarding the Canadian Nurses Association's (CNA) Code of Ethics (2017). The purpose of the focus group was to provide feedback to support a revised CNA Code of Ethics.

The College participated in a CIHR and Canadian Nursing & Genomics virtual dialogue focused on developing pan-Canadian strategic directions for genomics-informed nursing education, policy, research, and practice. The discussion helped inform a new Genetics & Genomics Nursing Toolkit released July 2024.

Student Representative Program

The College's Student Representative Program was attended by a total of 16 students in each year of the BScN Collaborative program from all nursing schools, including the accelerated option, and the three satellite nursing sites in Gander, Grand Falls-Windsor, and Happy-Valley Goose Bay, where students received presentations on a variety of regulatory topics, including standards of practice, scope of practice, RN prescribing, and documentation.

Policy

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

**KPMG LLP**

TD Place
140 Water Street, Suite 1001
St. John's, NL A1C 6H6
Canada
Telephone 709 733 5000
Fax 709 733 5050

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

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

Opinion

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

- the summary statement of financial position as at March 31, 2025
- the summary statement of operations for the year then ended
- and related notes

are derived from the audited financial statements of the Entity as at and for the year ended March 31, 2025.

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

Summary Financial Statements

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

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

The Audited Financial Statements and Our Report Thereon

On our report dated June 10, 2025:

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

Responsibilities of Management for the Summary Financial Statements

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



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Auditor's Responsibilities

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

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, stylized font and is underlined with a single horizontal stroke.

Chartered Professional Accountants

St. John's, Canada

June 10, 2025

COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR

Summary Statement of Financial Position

March 31, 2025, with comparative information for 2024

	2025	2024
Assets		
Current assets:		
Cash and cash equivalents	\$ 4,174,767	\$ 4,390,163
Trade receivable	66,880	37,952
Short-term investments	50,329	50,295
Prepaid expenses	30,412	24,771
	4,322,388	4,503,181
Portfolio investments	4,247,747	2,870,538
Capital assets	2,266,364	2,271,472
	\$ 10,836,499	\$ 9,645,191

Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities	\$ 588,285	\$ 558,370
HST payable	389,605	372,978
Deferred revenue	2,654,195	2,527,049
	3,632,085	3,458,397
Net assets:		
Unrestricted	3,670,860	2,657,211
Internally restricted		
Invested in capital assets	2,266,364	2,271,472
Global member services plan	34,375	51,927
Conduct review plan	667,530	631,072
Building contingency plan	365,285	475,112
Single Nurse Regulator	150,000	75,000
Interjurisd License Development	50,000	25,000
	7,204,414	6,186,794
	\$ 10,836,499	\$ 9,645,191

See accompanying notes to summary financial statements.

COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR

Summary Statement of Operations

Year ended March 31, 2025, with comparative information for 2024

	2025	2024
Revenues:		
Practicing members	\$ 2,886,481	\$ 2,644,992
IEN Project	-	424,516
Interest income	137,589	189,525
Registration service fees	446,385	378,190
Other	88,277	63,288
Dividend income	51,845	36,787
Non-practicing members	20,355	18,746
	3,630,932	3,756,044
Expenses:		
Salaries and benefits	1,747,491	1,597,714
IEN Project	-	424,516
Administration	222,480	195,889
Expenses of council	238,879	122,154
Professional conduct review	113,430	140,089
Registration	139,719	138,035
Amortization	193,838	133,179
Practice and policy	10,632	13,654
Communications	25,605	25,344
Affiliation fees	49,454	37,439
Other	1,427	812
	2,742,955	2,828,825
Excess of revenues over expenses, before other items	887,977	927,219
Other income (expenses):		
Loss on disposal of capital assets	-	845,030
Loss on sale of investments	(14,905)	(38,823)
Unrealized loss on fair value of investments	144,548	158,290
	129,643	964,497
Excess of revenues over expenses	\$ 1,017,620	\$ 1,891,716

See accompanying notes to summary financial statements.

COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR

Notes to Summary Financial Statements

Year ended March 31, 2025

1. Basis of presentation:

These summary financial statements have been prepared from the audited financial statements of the College of Registered Nurses of Newfoundland and Labrador (the "College") for the year ended March 31, 2025, on a basis that is consistent, in all material respects, with the audited financial statements of the College except that the information is presented in respect of changes in net assets and cash flows has not been presented and information disclosed in the notes of the financial statements has been reduced.

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

2. Comparative information:

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



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

CONTACT US:



1-709-753-6040



www.crn.nl.ca



info@crn.nl.ca



1033 Topsail Road
Mount Pearl, NL
A1N 5E9

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