



Competent, caring, knowledge-based registered nursing for the people of Saskatchewan

# EMPLOYER NEWSBULLETIN

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**September 2011**

## **REGISTRATION RENEWAL**

RNs are encouraged to apply for registration renewal online. Employers will be sent a spreadsheet by email with the names of RNs who require payment. Employers are to choose which of these RNs they will pay for and send appropriate payment to the SRNA.

Deadline for RNs to apply for employer remittance: October 11, 2011.

Deadline for employers to remit fees: November 10, 2011. SRNA cannot issue RN licences until the payment has been processed, nor will RNs appear online as licenced until the payment has been processed.

For the 2014 registration renewal year, it will be mandatory for all SRNA members to renew their license online.

*For further information on employer remitted fees  
call 1-800-667-9945 Ext. 218 (359-4218)*

## **ONLINE VERIFICATION**

*The Registered Nurses Act (1988)* mandates that SRNA have a Register open to the public, containing information required under *The Act* and the Bylaws. Historically the Register has been housed at the SRNA office. The purpose of the Online Verification is two-fold:

- The public can use the Online Verification Service to identify that a person is providing nursing care in Saskatchewan is a GN, RN, RN(GNP) or RN(NP) registered in good standing with the SRNA.
- The Online Verification can also be used by employers to confirm ongoing registration by employees.

License information available on the Online Verification Service includes: member's first and last name; registration number; category of membership; effective and expiry dates of the licence; and an asterisk \* if there are any conditions or restrictions placed on the licence. Historical information and additional information required by *The Registered Nurses Act (1988)* will not be available online at this time. Personal information, such as home or employment addresses, will continue to be maintained in the official Register at the SRNA office.

To access Online Verification Service go to [www.srna.org](http://www.srna.org) "Verification Service" or contact the SRNA in Regina at 359-4200 or toll free in Saskatchewan at 1-800-667-9945.

**SRNA**  
**2066 Retallack Street**  
**Regina, SK S4T 7X5**  
**Phone: 1-306-359-4200**  
**Fax: 1-306-359-0257**  
**Toll Free:**  
**1-800-667-9945**  
**[www.srna.org](http://www.srna.org)**  
**[info@srna.org](mailto:info@srna.org)**

*The Registered Nurses Act, 1988, Section 43:  
“(2) Every employer shall annually review the registration status under this Act of all nurses employed by the employer.*

*(3) Any employer who terminates the employment of a nurse on the grounds of alleged professional incompetence or professional misconduct shall report in writing to the association:  
(a) the termination of the nurse; and  
(b) the grounds of the alleged professional incompetence or professional misconduct.”*

#### **RNs ON DISABILITY LEAVE**

RNs must have worked at least 1125 hours in the previous five years to be eligible for registration. To maintain registration eligibility, RNs on disability leave have several options, including:

- Participating at CNE workshops
- Taking classes towards a certificate/degree in nursing
- Volunteering
- Participating on health boards

If you know RNs who are on disability leave, please have them contact 1-800-667-9945 or locally 359-4200.

*Practising membership must be maintained to count RN and RN(NP) hours.*

#### **GRADUATE NURSE (GN) LICENCES**

A GN licence is a temporary, four month licence with two possible four-month extensions, available until the GN has passed the Canadian Registered Nurse Examination (CRNE). It is the responsibility of the GN and the employer to make sure the extension is in place before the expiry date of the GN licence.

Please refer to the website [www.srna.org](http://www.srna.org) for instructions as to how to apply for a grad nurse extension.

Even though a GN has passed the CRNE, he/she is not eligible to work as a RN until he/she has obtained RN licensure.

*“No person shall knowingly employ or continue to employ a person who is not a registered nurse or a graduate nurse to perform the practice of registered nursing.”*

*The Registered Nurses Act, 1988, Section 43(1)*

#### **EXAMINATION DATES**

##### **Canadian Registered Nurse Examination (CRNE)**

- October 5, 2011
- February 1, 2012
- June 6, 2012
- October 3, 2012

##### **Canadian Nurse Practitioner Examination (CNPE)**

- October 19, 2011

##### **ANCC Nurse Practitioner (Adult) Examination**

- October 11, 2011 - November 10, 2011

##### **ANCC Nurse Practitioner (Pediatric) Examination**

- October 11, 2011 - November 10, 2011

*Graduate Nurse (GN) Licences should be available approximately 15 days after the last day of the student’s program.*

<b>SRNA FEE SCHEDULE – 2012</b>		
RN Licences Expire November 30, 2012		
	Full Fees Dec 1/11 to Nov 30/12	
Practising or Initial	510.00 + 25.50 = <b>535.50</b>	
*Practising with CNA Reduction (particularly Alberta Border Employees)	510.00 - 54.95 + 22.75 GST = <b>477.80</b>	<b>Copy of 2012 RN Practising Licence</b> must accompany form in order to be able to submit CNA Reduction.
Non-Practising to Practising	510.00 - 35.00 + 23.75 GST = <b>498.75</b>	
*Non-Practising to Practising with CNA Reduction (particularly Alberta Border Employees)	510.00 - 35.00 - 54.95 + 21.00 GST = <b>441.05</b>	<b>Copy of 2012 RN Practising Licence</b> must accompany form in order to be able to submit CNA Reduction.
2012 Canadian Grads	<b>267.75</b>	
Temporary Grad Nurse Licence	170.00 + 8.50 GST = <b>178.50</b>	4 month licence with 2 possible extensions of 4 months each (GN Licence total of 12 months)
Non-Practising Membership	<b>36.75</b>	
Retired Membership- One time fee	<b>52.50</b>	

**\*Prior to December 1, 2011 CNA reduction pertains to RNs who hold 2012 practising licensure in another Canadian Jurisdiction.**

Please see our website at:

**[www.srna.org](http://www.srna.org)- Registration –SRNA fee schedule- for complete 2012 fee information**

*Have you checked to ensure your RNs are currently licenced by using the Verification Service ([www.srna.org](http://www.srna.org))?*

### THE ROLE OF THE SRNA

The purpose of the SRNA is to protect the public by ensuring registered nurses are safe, competent, ethical practitioners. The SRNA fulfills its mandate by:

- Setting standards of practice for RNs and RN(NP)s.
- Approving nursing education programs so that graduates are prepared to meet nursing standards.
- Responding to concerns of professional misconduct or incompetence against a nurse.
- Ensuring nurses maintain competence by mandatory compliance with a continuing competence program and by practising a minimum of 1125 hours in five years.
- Providing liability protection for all nurses who maintain a practising licence.
- Provide practice advisement to RNs and RN(NP)s.
- Establishing registration and licensure requirements.

### DID YOU KNOW?

SRNA randomly audits members to ensure they have maintained the required practise hours. Your role as an employer is to;

- a. Verify RNs and RN(NP)s are currently licenced to practice.
- b. Notify the SRNA if an employee is terminated due to incompetence and/or misconduct.

SRNA randomly audits members to ensure they are in compliance with continuing competence requirements.

*Have you checked to ensure your RNs are currently licenced by using the Verification Service ([www.srna.org](http://www.srna.org))?*

### RN & RN(NP) HOURLY BYLAW AUDIT PROGRAM

To maintain eligibility for registration as a practicing member, RNs must work 1125 hours in a five-year period immediately preceding the registration year for which registration is sought. RN(NP)s must work 1800 hours of which 600 hours must be in direct clinical practice in the three-year period immediately preceding the registration year for which registration is sought.

- Members are selected at random to participate in the Audit Program.
- Each year SRNA audits practicing RNs and RN(NP)s.
- The member is provided with a form to sign and forward to their human resource/payroll department authorizing them to complete the form and forward it to SRNA.
- Your cooperation in completing the form and returning it to SRNA is appreciated.

*Practising membership must be maintained to count RN and RN(NP) hours.*

### CONTINUING COMPETENCE PROGRAM

The 2011 Continuing Competence Program (CCP) documents will be available only on the SRNA website [www.srna.org](http://www.srna.org) unless a member specifically requests a paper copy. As this program is mandatory for all RNs, RN(NP)s, RN(GNP)s and GNs, the employer has a responsibility to support their employees in continually developing their knowledge and skills. This can be achieved by:

- Asking employees about learning needs and learning activities that could enhance their practice;
- Providing or facilitating educational opportunities;
- Encouraging employees to utilize work computer stations to access CCP documents and NurseONE while at work; and
- Accessing the online tutorial for the CCP on the SRNA website.

*Compliance with the Continuing Competence Program is mandatory.*

### **REGISTERED NURSE (GRADUATE NURSE PRACTITIONER CATEGORY)**

The GNP licence is valid for eight months with one possible extension. You must be scheduled to write the CNPE/ANCC exam in order to be eligible for a RN(GNP) licence. Graduate nurse practitioners can work in a variety of settings, including primary care and acute care. In areas where RN(GNP) is employed, a RN(NP) registered with the SRNA or a physician in good standing with the College of Physicians and Surgeons of Saskatchewan must be at work and available to direct the work actions or performance of the RN(GNP) in a collaborative practice. In addition, the RN(GNP) will be required to have all prescriptions, diagnostic tests, and referrals co-signed by the supervising RN(NP) or physician. The RN(GNP) will also be required to consult with the supervising RN(NP) or physician prior to making any diagnosis or treatment regime.

### **IDENTIFICATION IS AN ESSENTIAL ASPECT OF PROFESSIONAL ACCOUNTABILITY**

Identification and an explanation of the nursing role are essential aspects of a RN, or RN(NP)'s accountability for being a professional health care provider. The public needs to know who their caregiver is and what role they are taking in the provision of health care to have trust and confidence in their healthcare providers. All SRNA licenced members are required by their standards and competencies, and *Code of Ethics* to identify themselves by their name and designation when working as a clinician, educator, researcher or administrator. The SRNA maintains that professional accountability is best displayed when individual RNs and RN(NP)s consistently use their first and last name, and explain their professional nursing role. With an increased complexity of patient care, safety and care concerns, and human resource challenges there has never been a more important time for RNs and RN(NP)s who are the coordinators of care to be visible and vocal. The SRNA encourages employers to promote the wearing of name tags by RNs and RN(NP)s under their employment.

### **SRNA WORKPLACE REPRESENTATIVE EDUCATORS**

The SRNA Nursing Practice Team is working with 10 RNs who are Workplace Representative Educators to provide educational presentations to SRNA members in their workplaces. The presentations are on the CNA Code of Ethics, Scope of RN and RN(NP) Practice, and the SRNA Continuing Competence Program. The RN Workplace Representative Educators are located in the following health regions: Cypress, Five Hills, Saskatoon, Prince Albert, Regina, Heartland, and Prairie North. The presentations will take place upon request and will be offered from September 2011 to December 2012. For more information please contact Barb Fitz-Gerald RN, Nursing Advisor, Practice at [bfitz-gerald@srna.org](mailto:bfitz-gerald@srna.org) The SRNA thanks the employers who are supporting the WPRs to participate in this program and the WPRs for volunteering to be a part of this project.

*Recruiting Internationally Educated Nurses?  
Visit [www.srna.org](http://www.srna.org)*

### 2011 SRNA BYLAW REVISIONS

The SRNA Bylaw revisions to Bylaw I (sections 1 and 2) and Bylaw II (section 1) were passed by the membership at the 2011 Annual Meeting. The bylaw changes relate to increasing the term of office for members at large to 3 years. The revisions were posted in the last issue of the Newsbulletin and are available on the SRNA website. If you are unable to access this information online please e-mail [info@srna.org](mailto:info@srna.org) to request a hard copy.

### ANNUAL MEETING RESOLUTIONS

Four resolutions were presented to Council and the membership for consideration at the May 4, 2011 Annual Meeting. All four resolutions were passed by the membership. These resolutions will be taken to the June Council meeting for Council to discuss next steps.

#### RESOLUTION #1

BE IT RESOLVED THAT SRNA actively investigate the legislative and regulatory changes required for RN(NP)s to complete the medical certificate of death.

#### RESOLUTION #2

BE IT RESOLVED THAT the SRNA strengthen their efforts to support an expanded scope of practice for rural and remote RNs in Saskatchewan.

#### RESOLUTION #3

BE IT RESOLVED THAT the SRNA provide RNs an opportunity to opt out of receiving a paper version of the SRNA newsbulletin.

#### RESOLUTION #4

BE IT RESOLVED THAT SRNA pursue interprofessional relationships with the associations, colleges, and unions of healthcare professionals with the distinct and deliberate purpose to enhance collaboration, for the benefit of patient/client care. This must be done with public participation.

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### CNA CERTIFICATION PROGRAM

There are now over 16,800 RNs in Canada currently certified in one or more of the 19 nursing specialties/areas of nursing practice designated by Canadian Nurses Association (CNA). The public can be confident that RNs provide safe and effective care based on current specialty knowledge, experience and clinical judgement.

The electronic version of the promotional materials for the 2012 CNA Certification Program is available online at: [http://www.cna-aiic.ca/CNA/documents/pdf/publications/Certification\\_poster\\_brochure\\_2012\\_e.pdf](http://www.cna-aiic.ca/CNA/documents/pdf/publications/Certification_poster_brochure_2012_e.pdf)

General Application Guide for Certification by Exam:

[http://www.cna-aiic.ca/CNA/documents/pdf/publications/Cert\\_Application\\_Guide\\_2012\\_e.pdf](http://www.cna-aiic.ca/CNA/documents/pdf/publications/Cert_Application_Guide_2012_e.pdf)

For further information contact: [certification@cna-aiic.ca](mailto:certification@cna-aiic.ca)