

*Competent,  
Caring,  
Knowledge-based  
Registered  
Nursing*  
for the  
*People of  
Saskatchewan*

SRNA Mission



**2009**  
ANNUAL REPORT

### **In the Public Interest**

The SRNA is the professional self-regulatory body for the province's approximately 9,900 registered nurses including 122 nurse practitioners. The Registered Nurses Act (1988) describes the SRNA's mandate in setting standards of education and practice for the profession and registering nurses to ensure competent, caring, knowledge-based care for the people of Saskatchewan. The SRNA is responsible for ensuring continuing competence, professional conduct, standards of practice, a code of ethics and the approval of nursing education programs.



Left to Right: Rena Blondeau, RN, Four Directions Community Health Nurse, Regina, SK, Darlene Sterling, RN, Regina General Hospital, Regina, SK, Anne Marie Urban, RN, Nursing Program, SIAST Wascana Campus, Regina, SK

*AFFIRM YOUR COMMITMENT TO REGISTERED NURSING: WEAR YOUR SRNA PIN*

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I would like to extend greetings to all members of the Saskatchewan Registered Nurses' Association and to welcome Karen Eisler to her new position as Executive Director. I am very pleased to have this opportunity to express my gratitude to registered nurses across the province for their dedication and commitment to providing patient-centred nursing care to the residents of Saskatchewan.

RNs and RN(NP)s play a vital role in delivering quality health care services. In our quest for a health care system where the patient comes first, we are committed to ensuring we have sufficient RNs to meet patient care needs in our province. We are fostering a work environment that supports a high standard of practice.

We recently re-established the Provincial Nursing Council with its goal to foster collaboration and partnerships that enable a patient-centred health system.

I'm also very pleased to say more RNs are working in Saskatchewan. As of December 31, 2009, health regions employed 600 more FTE RNs than in 2007-08.

We also are developing a ten-year comprehensive health human resources plan to ensure Saskatchewan residents continue to receive the best care possible. We look forward to working with all our stakeholders, including the Saskatchewan Registered Nurses' Association, to build this plan.

My best wishes in the year ahead.

**Don McMorris**  
Minister of Health

# message from the minister of health



**Honourable Don McMorris**  
Minister of Health

*"RNs play a vital role in delivering quality health care services.  
In our quest for a health care system where the patient comes first, we are committed  
to ensuring we have sufficient RNs to meet patient care needs in our province."*

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# ICN president's message



**Rosemary Bryant**  
ICN President



On behalf of the President, Board of Directors, staff and the 133 member countries of the International Council of Nurses (ICN), I am delighted to extend warm greetings to the RNs of Saskatchewan.

2009 has been a year of change for ICN. I was honoured to be chosen to be the new President of ICN and we also have a new Board of Directors. Likewise, 2009 brought many changes for the SRNA. You also have a new President and a new Executive Director. Changes such as these give us all the opportunity to think ahead to the future.

I believe deeply in nursing – as a career, and as a way to facilitate change within oneself, within others and in the world. There can be nothing more important than understanding, looking after, and advocating for those who for whatever reason need access to health services, support, comfort or care.

I commend the SRNA for your efforts to promote competent, caring, knowledge based registered nursing. In 2009 your Professional Presence Initiative aimed to promote the values and qualities of the nursing profession. This year you also campaigned for zero tolerance for violence. Given the dedication and commitment of your members, I have no doubt of the success of these campaigns and am certain that with its strong foundations, continued support and concerted efforts, the SRNA will continue to thrive and manage the challenges that lie ahead.

On behalf of nurses around the world, I send our best wishes for a successful year ahead and your continued advancement in nursing.

*Rosemary Bryant*

**Rosemary Bryant**  
President  
International Council of Nurses (ICN)

# CNA president's message

On behalf of the Canadian Nurses Association, it is my honour and pleasure to extend greetings to Saskatchewan's registered nurses. One of the greatest rewards in my role as CNA's president is the opportunity to make the acquaintance of my colleagues in nursing from across our great country. Each encounter strengthens my belief in our profession. Nowhere is this truer than in Saskatchewan, the birthplace of Medicare. I am continually impressed with the expertise of your RNs and profoundly touched by their humanity.

Our unity is the bedrock on which CNA is founded. The voice of Canada's RNs would be silent without the participation and contribution of nurses of all stripes – individually and through their professional associations. SRNA is a highly esteemed partner and a valued ally in all that we do as both an organization and as a catalyst for change.

We are turning the page on 2009: a period marked by economic recession and an influenza pandemic. Budget imperatives, coupled with new pressures on our health system, mean that we will need to advance new ways to provide effective nursing care. Many challenges to the sustainability of our system lie ahead, from changing demographics to shortages of health professionals. This future calls for transformation.

This period of change is an opportune time to demonstrate the value of RNs as a sound strategic investment. Our collective leadership is yielding extremely satisfying results. Canada's RNs are spearheading bold innovations in patient care, developing smarter, safer practices, and creating highly productive, quality work environments. We are channeling our energy and creativity through the lens of our intimate knowledge of the health system to address issues of accountability, cost-effectiveness and quality.

By proudly accepting our shared responsibility as stewards of the health of our nation, Canada's RNs continue to earn the trust of Canadians and build respect for our profession.

**Kaaren Neufeld, RN, MN**

President, Canadian Nurses Association



**Kaaren Neufeld, RN**  
CNA President



*"Canada's RNs are spearheading bold innovations in patient care, developing smarter, safer practices, and creating highly productive, quality work environments."*

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# SRNA president's message



**David Kline, RN**  
SRNA President

It is my privilege on behalf of Council to provide the membership with a report of the governance work for the past year. As President, I must first express my thanks to past presidents and councils who supported the implementation of Policy Governance for the Saskatchewan Registered Nurses' Association. This process allows new councils to continue to build on plans that have been set in place as a result of previous consultation with membership and public. Each year in September, the Association meets for a strategic planning session and this year the Association's mission (competent, caring, knowledge-based registered nursing for the people of Saskatchewan) and the vision of (registered nurses as partners in an informed healthy society) were approved. These are the two basic statements that guide the work of Council, 8 RNs and three public representatives forming SRNA Council have to constantly keep the purpose of the regulatory body in mind as we work through issues that are brought forward.

This year I have personally had the opportunity to meet with many nursing students in the province and Council met with representatives of the students' association in November. It was great to listen to students express their excitement as they look forward to being part of the profession. I also had the privilege of meeting RNs in the province, across Canada as the Saskatchewan jurisdictional representative on the Canadian Nurses Association and on an international level attending the International Nursing Congress in Durban, South Africa.

During the year, RNs faced new challenges with the H1N1 pandemic influenza and we came together as trusted professionals to do our part in delivering competent, caring, knowledge-based registered nursing for the people of Saskatchewan. And we will continue to further our vision of Registered Nurses as partners in an informed healthy society, responding to the 'Patient First Review.'

At the administration offices at 2066 Retallack Street we witnessed more changes with the physical building resulting in increased office space. We also celebrated Donna Brunskill's career as an RN, as she retired from her role as SRNA Executive Director and welcomed our new Executive Director, Karen Eisler, RN.

It has been a pleasure and a privilege to represent the SRNA as your President in 2009.

A professional self regulatory body exists to regulate the profession in the public interest. The Saskatchewan Registered Nurses' Association Council is made up of members of the profession and the public who govern the association in the public interest. This report documents the hard work that staff, council, members, and public representatives have done towards achieving our mission of competent, caring, knowledge-based registered nursing for the people of Saskatchewan.

I am pleased to present some of the past year's accomplishments and challenges and hope this report will provide you with good information and insight to the inner workings of the SRNA. I would also like to express my heartfelt appreciation to the former ED, Donna Brunskill, RN, for her leadership and mentorship. During her almost 20 years with the SRNA, Donna worked with enthusiasm and passion, collaborating with staff, council, members and stakeholders to fulfill the vision, mission and ENDS of the Association.

This past year has been a year of building, growth and change for the Saskatchewan Registered Nurses' Association and the staff have provided excellent service amidst many changes in workflow and workplace environment. If you have not been to the newly renovated SRNA please stop by 2066 Retallack: we would be delighted to take you on a tour.

One of the transformational changes at the SRNA has been providing online registration beginning with the 2009 registration renewal year. Almost 65% of our members renewed their registration online. For the recent 2010 registration renewal over 80% of members chose to renew online, showing Saskatchewan as a leader in Canada! Thank you to our members for supporting our online registration and thank you to staff for your patience and dedication in making this program successful.

Thank you to Council and staff for your enthusiasm, innovation and dedication as we work on achieving our vision, mission and ENDS on behalf of the people of Saskatchewan. Thank you to all our RNs and RN(NP)s who took time this past year to be involved in your Association, and for your day-to-day work serving the people of Saskatchewan.

I am honoured and excited to serve Council, staff, members, our partners and the public and look forward to 2010. By working together we can achieve our vision: "partners in an informed, healthy society."

# executive director's message



**Karen Eisler, RN**  
SRNA Executive Director

*"A professional self regulatory body exists to regulate the profession in the public interest."*

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# SRNA 2009 accomplishments

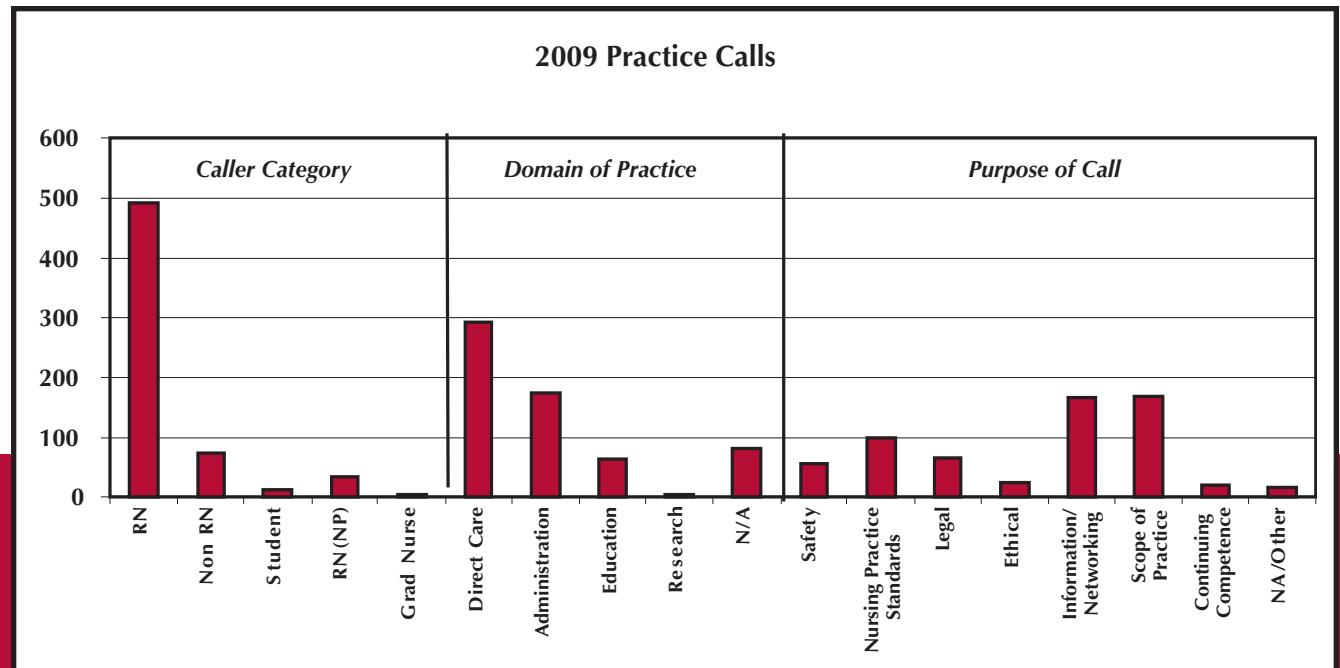
SRNA exists so there will be competent, ethical practice of nursing; professional self-regulation for RNs and RN(NP)s; practice environments conducive to safety and quality; support for the principles of primary health care; and registered nursing as a leadership profession. In 2009, programs and services reflected our commitment to enable the nursing profession to practice effectively in an ever-changing health care industry while sustaining public confidence in the nursing profession. The following provides a summary of activities:

## 1. Competent, Ethical Practice of Registered Nursing

### Canadian Registered Nurse/Nurse Practitioners Examinations (CRNE & CNPE)

The level of competence of RNs and RN(NP)s is measured in part by the CRNE & CNPE which is developed by CNA and administered by the provincial regulatory bodies.

- The pass rate for first-time Saskatchewan writers for the 2009 CRNE was 98%. The pass rate for first time IEN writers on the CRNE was 77 %.
- RN(NP)s can be licensed as Primary Care, adult, pediatric, or neonatal nurse practitioners. The SRNA administers the CNPE through CNA as the Primary Care exam. SRNA also administers the ANCC exam through CNA in the categories of Adult and Pediatric.
- SRNA participated in the development of the National Competencies for the RN(NP) due to be finalized in 2010, as well as the draft National Regulatory Standards for RNs.
- Telehealth throughout the province was utilized to inform members of the new CNA Code of Ethics. 72 participants attended.



- In 2009, there were 615 nursing practice advisement calls: 48% of calls in 2009 came from direct care, 28% from administration, 10% from education, 1% research and 13% were non-RN calls. Calls were related to scope of practice, information networking, nursing practice standards, safety, legal issues, ethics and continuing competence.

## Internationally Educated Nurses

The total number of international applicants has increased since 2007.

- There were 718 applications for Internationally Educated Nurses (IENs) in 2009, compared to 856 in 2008, and 238 in 2007.
- A total of 359 Nursing Education Program of Saskatchewan (NEPS) students wrote the CRNE for the first time.
- RNs are required to practice a minimum of 1125 hours within a five-year period to be eligible for registration. RN(NP)s are required to practice 1800 hours in three years (600 hours of which must be clinical practice).
- In 2009, 122 RN(NP)s were practicing (as of November 30, 2009) with 116 of these in Primary Care, five in Neonatal and one in Adult-Women's Health.
- The Employer Newsbulletin, established in 2006 to keep RN employers informed about regulatory and professional issues, was sent out in March and September 2009.

## Low Level Resolution

SRNA continued its work to enable low-level resolution of complaints as deemed appropriate by the Investigation Committee.

- A total of 16 RNs signed Consensual Complaint Resolution Agreements (CCRAs).
- There are currently 39 CCRA being monitored.
- Five RNs required revisions to their existing CCRAs.
- A total of four RNs successfully completed the requirements of their CCRA in 2009.

## 2. Professional Self-Regulation for RNs and RN(NP)s

### Program Approval

As part of its mandate, SRNA is responsible for the approval of nursing education programs.

- Review of the annual update from the Primary Care Nurse Practitioner Program (SIAST).
- Review of the annual update from the RN Re-entry Program.
- Review of the annual update from the Nursing Education Program of Saskatchewan (NEPS).
- Preliminary Approval granted of the Primary Health Care RN(NP) Master of Nursing Program (University of Saskatchewan).
- Acceptance of the notification from the NEPS that the last intake of students into the program will occur September 2010 (dissolution of NEPS).
- Revision of the Nursing Education Program Approval Process Administrative Document for Approval of Nursing Education Programs for Registered Nurses and Approval of Nursing Education Re-Entry Programs for Registered Nurses.

See page 16 for professional competence trends.

## 3. Practice Environments Conducive to Safety and Quality

- Presentations regarding RN responsibilities were made to 180 Internationally Educated Nurses at 14 sites.
- “Ask a Practice Advisor” columns provided information and direction on preventing influenza, staffing in emergency departments, supervision of the grad nurse and the difference between a CNS (Clinical Nurse Specialist) and a RN(NP) (Registered Nurse/Nurse Practitioner).
- Joint SRNA/SALPN presentations on the Scope of Practice and Assignment and Delegation were made at 11 sites in 2009 and attended by 83 RNs, 72 Licensed Practical Nurses, ten SCAs and one RPN.
- Through funding from the Ministry of Health, the Collaborative Project with Saskatchewan Association of Licensed Practical Nurses (SALPN) and Saskatchewan Registered Psychiatric Nurses Association (RPNAS) was developed and delivered 21 presentations to seven RHAs on the scope of practice of these professional nursing groups.
- The SRNA passed a resolution submitted by the Saskatchewan Practitioners in Infection Control (CHICA-SASKPIC) and signed on to the Canada Hand Hygiene Campaign. The SRNA partnered with the College of Physicians and Surgeons of Saskatchewan, SALPN, RPNAS, the Saskatchewan College of Pharmacists, CHICA and the Ministry of Health to develop and distribute 8000 posters to promote proper hand hygiene and immunization for health care professionals.

## 4. Primary Health Care

SRNA continued to advocate in the public interest for a health system based on the principles of the Canada Health Act (1984) and consistent with the principles of Primary Health Care.

- This year an advertisement from SRNA, SALPN, and RPNAS was placed in provincial newspapers celebrating the anniversary of the Canada Health Act.
- SRNA met with elected and non-elected members of government and participated in the Patient First Review and the Emergency Medical Services Review. SRNA also participated on many government committees such as E Health and the Nursing Advisory Council.
- Ongoing support has been provided for the Provincial Tobacco Coalition advocacy and awareness activities, specifically changes in legislation and public awareness campaigns.

## 5. Professional Growth and Support

- The SRNA continues to support the University of Regina, Saskatchewan Institute of Health Leadership as a co-founder.
- The SRNA NewsBulletin was published five times in 2009 and distributed to members and to the Saskatchewan Nursing Education Program sites.
- Together with the Saskatchewan College of Pharmacists and the College of Physicians and Surgeons of Saskatchewan, the SRNA hosted the third annual Interdisciplinary Conference 'Inter D 3 - Your Health Journey' in Saskatoon on September 18 and 19, 2009.
- Over 250 RNs and stakeholders attended the 92nd SRNA Annual Meeting and Conference 'Vision 2009 - Ideas, Best Practices, Collaboration' in North Battleford on May 6 and 7, 2009.
- SRNA web traffic report indicated over 105,000 site visits in 2009.
- As of October 2009 all SRNA committees have public representation.
- Close to 9400 RNs and RN(NP)s received the new SRNA pin and were encouraged to wear it in their place of work.
- The Membership Advisory Committee appointed six members and public representatives to SRNA Internal Committees and eight members to External Committees in 2009.



*What a Year!*

*This year 80% of our members registered online, compared to 65% in 2008.*

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- 61 RN managers and 13 RN mentors participated in the Best Practices in Leadership: Supporting and Strengthening the skills of Registered Nurse Managers. Beginning in June, 2009 the SRNA, in partnership with University of Saskatchewan, Continuing Nursing Education commenced a year long project to support RN managers with best practices in leadership development. The project received a grant from the recruitment and retention fund from the Ministry of Health. The project continues until mid-2010.
- SRNA members and staff met several times over 2009 to create a vision and foundation for a group peer review process. A final report was submitted to the Executive Director.
- 156 Workplace Representatives and 21 Chapters, and Professional Practice Groups (PPGs) were each sent a hard copy of the Registered Nurses Association of Ontario document, Healthy Work Environments, Best Practice Guidelines: Professionalism in Nursing (2007).

## Membership Units

There were 21 Professional Practice Groups (PPGs), Chapters and Special Interest Groups (SIGs) active in 2009.

- Three PPG representatives spoke about their groups with NEPS students.
- SRNA staff met with three different PPG groups that are in the early stage of establishing a group.
- New Groups in 2009 include the Clinical Nurse Educators and the Nursing Special Interest Group in Pain Management, Saskatchewan.
- The SRNA created a new Staff Advisory Committee "The Committee for Membership Units." The committee's inaugural meeting was held on March 24, 2009 in Regina with ten PPGs\Chapters\SIGs represented.
- Nine PPGs met at the 5th Member Night in North Battleford on May 5, 2009. 20 Workplace Representatives attended their annual meeting that evening.
- The SRNA was represented by 156 Workplace Representatives in a variety of work facilities throughout the province.
- Three PPG and Workplace Representatives laid Remembrance Day wreaths on November 11, 2009 for RNs who have perished in armed conflict.
- Connections Newsletter was sent out four times to the Workplace Representatives, Chapters, PPGs and SIGs. This publication is estimated to circulate to over 1,000 members in the province.
- Professional Opportunity Interest Sheets were launched electronically via the on-line registration site and 35 members indicated their interest in participating in SRNA activities.
- 79 members who retired in 2009 received a gift and thank you note from the SRNA.

- 14 grants were given to PPGs, Chapters and SIGs for group operations, education or special events.
- Eight grants were given to RN and student groups external to the SRNA.
- 60 grants were given to Workplace Representatives, PPG, Chapter members to attend the SRNA Annual Meeting in North Battleford.
- 20 grants and expense coverage were provided to workplace representatives, PPG, SIG and Chapter members to attend the SRNA Member Education Day in October 2009.
- Members nominated 21 individuals for the SRNA Life, Honorary, Millennium and Mentorship awards and 11 members received SRNA awards.
- One former member was inducted into the SRNA Memorial Book.
- Three members were nominated for the 2010 CNA Order of Merit awards and one for the CNA Memorial Book.
- The SRNA introduced an award through Saskatchewan Nurses Foundation (SNF) for RN(NP)s to further their education. The first award was given to the recipient in the fall of 2009.
- One SRNA member and one group of RNs and RN(NP)s were nominated in two categories for the Sask Healthcare Excellence Awards.

### **Environmentally Responsible Practice**

- The SRNA continues to support the environmental professional practice group and together hosted the “Eco-Action: Care from the core of healthcare” workshop was hosted with over 40 RNs in attendance.
- Other awareness activities included: a 2009 Nursing Week green campaign with SRNA and the Association of RNs of Newfoundland and Labrador, 10 Earth Day Grants provided to RNs, presentation of strategies for greener health care practices to the Senior Nurse Leaders Forum, publication of articles in the SRNA Newsbulletin, and screening of Toxic Trespass at the 2009 Annual Meeting as well as the use of environmentally friendly conference items.

### **Leadership in the health agenda**

- SRNA maintained the Social Justice Coalition with the Saskatchewan Association of Social Workers (SASW). In 2009 the coalition met with the Ministry of Social Services, the Ministry of Education, the Regional Intersectoral Committee Coordinators as well as participated in the development of a provincial poverty free network.

*In 2009 members approved bylaws on the following membership categories: RN(retired) and RN(NP)(retired); as well as Registered Nurse (Graduate Nurse Practitioner).*

- Sponsorship from the SRNA was provided for two public lectures on the impact of poverty on health in Saskatchewan; U of S College of Nursing lecture on Social Justice and Health Inequities; and the Canadian Association of Nurses in AIDS Care conference held in Saskatoon.
- Communication strategies advancing awareness and understanding around primary health care included briefs to government, Newsbulletin articles, and website content. Presentations were made for nursing education classes, membership education days and at provincial, national and international conferences.

### **National Nursing Week**

- 2009 CNA National Nursing Week theme, Nursing- You Can't Live Without it!
- SRNA celebrated Nursing Week by presenting a Telehealth panel discussion with SRNA staff and four nurse leaders in the province.
- SRNA distributed 120 National Nursing Week kits to the PPGs/Chapters and Workplace Representatives .
- The SRNA collaborated with SALPN, and RPNAS on an advertisement in the two provincial daily newspapers to celebrate National Nursing Week.

### **Student Connections**

- SRNA members sponsored 80 students to attend the SRNA Annual Meeting in North Battleford.
- SRNA provided grants to cover the cost of student transportation to the SRNA Annual Meeting in North Battleford.
- SRNA provided sponsorship to the Canadian Nursing Students Association Conference in Winnipeg, and a grant for students from the Prairies Chapter of the CNSA to attend this conference.
- Three NEPS students were recipients of the Yvonne Brown Award.
- Three NEPS students were recipients of the Jean Goodwill Award.
- SRNA hosted a pizza or chili lunch with students in the NEPS programs in Saskatoon, Regina and Prince Albert.
- SRNA staff provided a number of presentations about the SRNA to students in the NEPS program.
- SRNA staff preceptored three nursing students in their final practicum.
- The SRNA sponsored two nursing students to attend the InterD 3 Conference in Saskatoon and four students to attend conferences offered by SRNA PPGs.



**Professional Practice Group Representatives**

Left to Right: Front row: Kathleen Jellow, RN,  
Judy Johnson, RN,  
Beverly Balaski, RN (SRNA),  
Candace Franke, RN,  
Jaime Mantesso, RN,  
Kim Dunlop, RN,  
Stephanie Carlson, RN,  
Heather Keith, RN(NP),  
Sandra Rendell, RN,  
Barb Fitz-Gerald, RN (SRNA)

*"Think you know nursing? Take a closer look."*

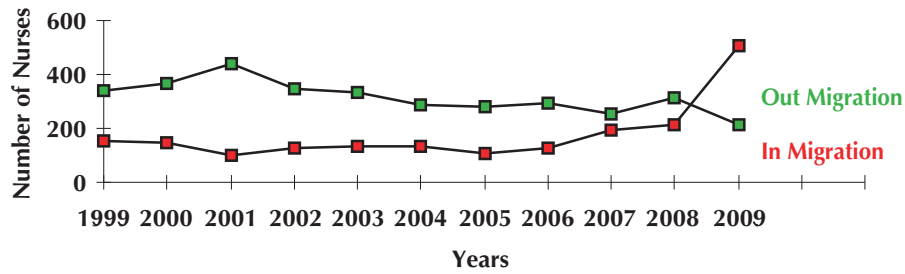
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# professional incompetence and misconduct allegations

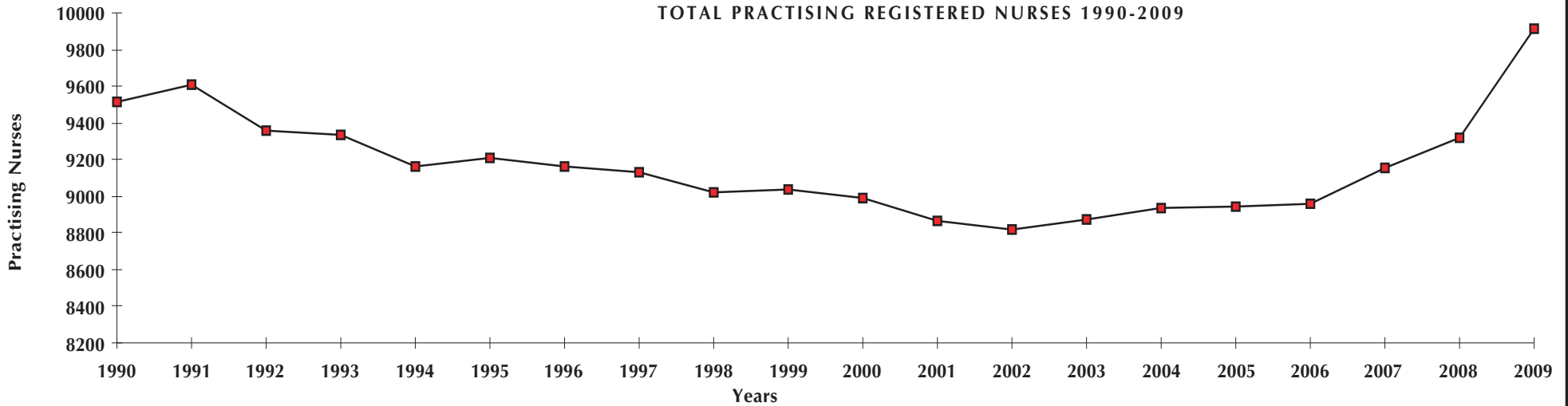
	2005	2006	2007	2008	2009
<b>PROFESSIONAL INCOMPETENCE</b>					
Lack of appropriate assessment, needs identification, outcome identification, planning and intervention skills	8	7	6	14	27
Inappropriate documentation	1	3	3	1	12
Inappropriate medication practices	2	6	6	2	7
Inappropriate administrative practices	-	1	1	2	6
Lack of patient teaching					3
<b>PROFESSIONAL MISCONDUCT</b>					
Addiction to narcotics	3	7	1	5	3
Misappropriated drugs	2	6	-	2	7
Addiction to alcohol	1	-	1	-	1
Medical illness	1	-	-	-	2
Misappropriated clients personal property	1	-	-	-	-
Inappropriate interpersonal relationship skills	3	9	5	2	19
Harassment of co-workers	1	2	-	1	-
Client abuse	-	1	1	1	-
Client abandonment	3	1	-	-	1
Breach of consensual competence resolution agreement	-	2	4	3	4
Breach of confidentiality	4	2	1	3	3
Failure to follow doctors orders	-	1	1	-	-
Fraud	-	1	2	1	-
Violation of employer contract	-	-	1	-	-
Not functioning as a team member	-	-	1	-	-
Not advocating for client	-	-	3	-	-
Not following hospital policies/protocols	1	1	1	1	6
Lying regarding co-workers conduct	1	-	-	-	-
Not providing appropriate orientation to new staff	-	1	-	-	-
Lack of reporting of illegal activity of others	-	1	-	-	-
With-holding/threatening to with-hold medical treatment	3	-	-	-	-
Inappropriate billing	-	-	-	-	-
Inappropriate use of professional status for personal gain	-	-	-	1	-
Discrimination based on sexual orientation	-	-	-	-	-
Discrimination based on race					1
Discrimination based on disability					2
Falsified patient health record					3
Practising outside of scope					6

In & Out Migration 1999 - 2009



The number of RNs moving to Saskatchewan increased significantly in 2009, while the number of RNs leaving the province decreased.

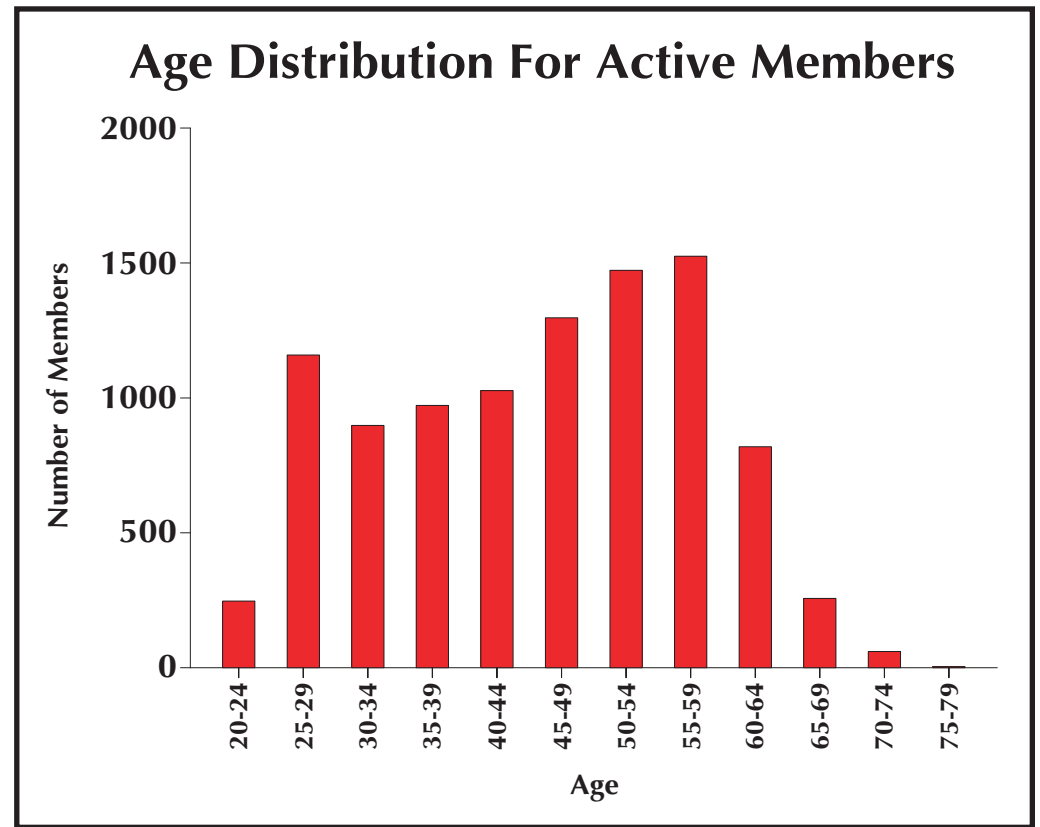
TOTAL PRACTISING REGISTERED NURSES 1990-2009



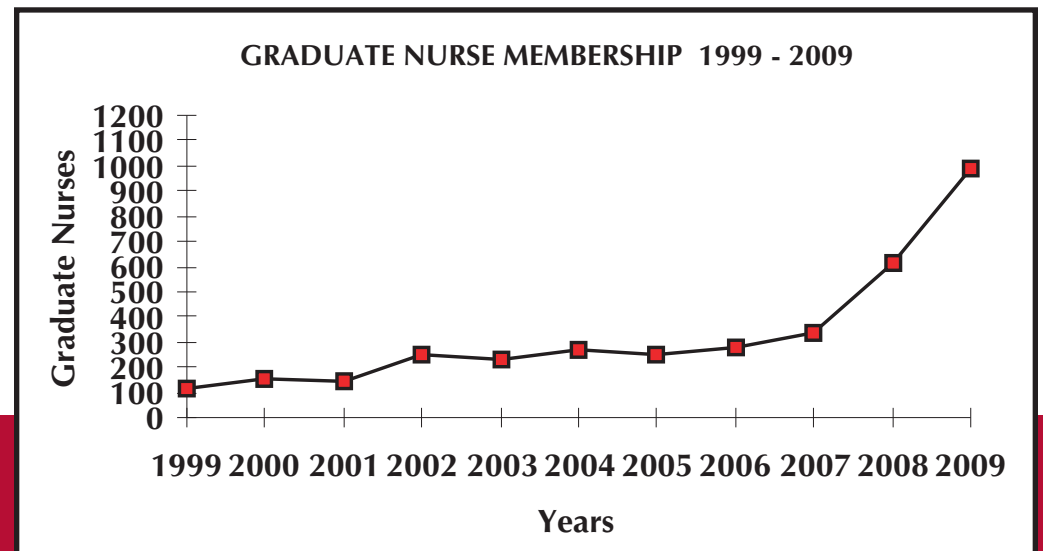
For the third year in a row, the number of practising RNs has increased significantly.

*For the second year in a row, the number of practising RNs has increased significantly.*

The average (mean) age of RNs in 2009 was 45.72. The median age was 47.



The number of Graduate Nurse Licenses continues to rise.



## MEMBERSHIP TOTAL & METHOD OF REGISTRATION

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Registered by Examination	119	172	151	231	234	255	238	225	295	340	699
Registered by Endorsement	143	98	68	93	84	100	91	105	158	162	170
Renewal/Re-registration	8773	8717	8650	8491	8554	8577	8615	8628	8698	8817	9047
<b>Total - Registered Nurses</b>	<b>9035</b>	<b>8987</b>	<b>8869</b>	<b>8815</b>	<b>8872</b>	<b>8932</b>	<b>8944</b>	<b>8958</b>	<b>9151</b>	<b>9319</b>	<b>9916</b>
Graduate Nurse	115	149	146	253	233	268	249	276	338	618	986
Non-Practising	358	326	289	281	290	284	253	274	291	305	250
Life & Honorary	44	44	42	42	42	42	45	47	49	50	52
<b>Total-Membership (RN &amp; Other)</b>	<b>9552</b>	<b>9506</b>	<b>9346</b>	<b>9391</b>	<b>9437</b>	<b>9526</b>	<b>9491</b>	<b>9555</b>	<b>9829</b>	<b>10292</b>	<b>11204</b>
<b>MIGRATION</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
IN	155	146	99	129	132	134	108	125	191	213	506
Out	341	369	437	344	334	290	281	295	251	313	211

*Note: Did you know that in 1991 the Total of Registered Nurses was - 9612*

## INITIAL RN(NP) LICENSURE

	2005	2006	2007	2008	2009
Registered by Equivalence	19	1	0	0	0
Registered by Approved Program	11	3	0	0	0
Registered by Competence Assurance Process (CAP)	3	7	0	0	0
Registered by Exam		7	14	9	12
<b>Total - Registered RN(NP) Nurses</b>	<b>33</b>	<b>18</b>	<b>14</b>	<b>9</b>	<b>12</b>

## TOTAL ACTIVELY PRACTISING RN(NP)'S

	2005	2006	2007	2008	2009
Primary Care	72	88	99	103	116
Neonatal	3	3	3	3	5
Adult-Restricted to Women's Health					1
<b>Total Actively Practising RN(NP)'s</b>	<b>75</b>	<b>91</b>	<b>102</b>	<b>106</b>	<b>122</b>

# auditor's report

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## Auditors' Report on Summarized Financial Statements

### Management Responsibilities

Management of the Association is responsible for the integrity of the financial data reported by the Association. The following summarized financial statements have been derived from the complete financial statements prepared in accordance with Canadian generally accepted accounting principles, which have been consistently applied.

Karen Eisler, RN  
SRNA Executive Director

To the Members of  
Saskatchewan Registered Nurses' Association

The accompanying summarized statement of financial position and statement of operations are derived from the complete financial statements of Saskatchewan Registered Nurses' Association as at December 31, 2009 and for the year then ended on which we expressed an opinion without reservation in our report dated February 26, 2010. The fair summarization of the complete financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the summarized financial statements.

In our opinion, the accompanying financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

These summarized financial statements do not contain all the disclosure required by Canadian generally accepted accounting principles. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on the Association's financial position and results of operations, reference should be made to the related complete financial statements.

*Deloitte & Touche LLP*

Chartered Accountants  
Regina, Saskatchewan  
February 26, 2010



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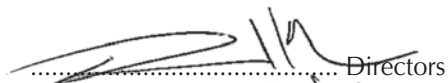
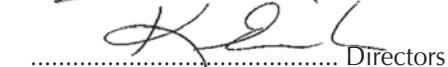
# summarized financial statements

## Statement of Financial Position

As at December 31, 2009

	2009	2008 (restated)
<b>CURRENT ASSETS</b>		
Cash	\$ 1,261,387	\$ 874,711
Short term investments	4,344,588	4,724,762
Account and fees receivable	35,616	10,252
Prepaid expenses	53,491	20,824
	5,695,082	5,630,549
<b>INVESTMENTS</b>	318,347	167,079
<b>CAPITAL ASSETS</b>	2,335,374	638,941
<b>INTANGIBLE ASSETS</b>	256,833	201,084
	\$ 8,605,636	\$ 6,637,653
<b>CURRENT LIABILITIES</b>		
Line of credit	\$ 874,269	\$ -
Accounts payable and accrued charges	877,437	373,118
Goods and services tax payable	127,155	202,750
Fees collected in advance	4,536,879	4,175,842
Deferred revenue	29,258	-
Current portion of lease obligation	30,004	-
	6,475,002	4,751,710
<b>LEASE OBLIGATION</b>	135,087	-
<b>NET ASSETS</b>		
Internally restricted net assets	120,000	639,643
Unrestricted net assets	1,875,547	1,246,300
	1,995,547	1,885,943
	\$ 8,605,636	\$ 6,637,653

APPROVED BY THE BOARD:

 Directors  
 Directors

## Statement of Operations

Year ended December 31, 2009

	2009	2008
<b>REVENUE</b>		
Registered and graduate nurses' fees	\$ 5,157,582	\$ 4,453,398
Registered nurses' and RN(NP)s' examination fees	432,666	240,553
Newsbulletin	21,208	12,315
Miscellaneous	17,718	12,870
Non-practicing fees	9,406	10,509
Annual meeting/conferences and workshops	45,781	104,206
Internationally Educated Nurses grant	350,000	366,666
Nurse Manager/Collaborative Project grant	55,142	-
	6,089,503	5,200,517
<b>EXPENSES</b>		
Council	219,631	173,857
Executive Office	1,066,367	958,972
Regulatory Services	1,278,155	971,386
Nursing Practice	1,089,522	1,001,283
Communications and Corporate Services	1,940,743	1,421,592
Internationally Educated Nurses	350,000	366,666
Nurse Manager/Collaborative Project	55,142	-
Loss on disposal of assets	46,673	-
	6,046,233	4,893,756
	43,270	306,761
<b>INVESTMENT INCOME</b>		
Interest	56,761	80,918
Market value adjustment	9,573	37,863
	66,334	118,781
<b>EXCESS OF REVENUE OVER EXPENSES</b>	\$ 109,604	\$ 425,542

Copies of the full audited financial statements are available at [www.srna.org](http://www.srna.org).

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# committee reports

## **Committee Resource Pool Members:**

**Jo-Anne Braithwaite**, RN, Chair, Regina

**Juliet Smith-Fehr**, RN, Chair, Saskatoon

**Sandra Blevins**, RN, Saskatoon

**Linda Brothwell**, RN, Nipawin

**Brenda Bumphrey**, RN, Moose Jaw

**Anne Marie Greaves**, RN, Regina

**Dr. Cyril Kesten**, Public Representative, Regina

**Valerie Pearson**, Public Representative, Saskatoon

**Doreen Pretzlaw**, RN, Regina

**Mark Schramm**, RN, Saskatoon

**Darlene Sterling**, RN, Regina

**Floralyn Wessel**, RN, Regina

**Fran Passmore**, Public Representative, White City

**Neal Sylvestre**, RN, Maidstone

**Stella Devenney**, RN(NP), Regina



Jean Mahoney, RN(retired) with President David Kline, RN.

# Discipline Committee

The Discipline Committee rendered the following decisions in 2009:

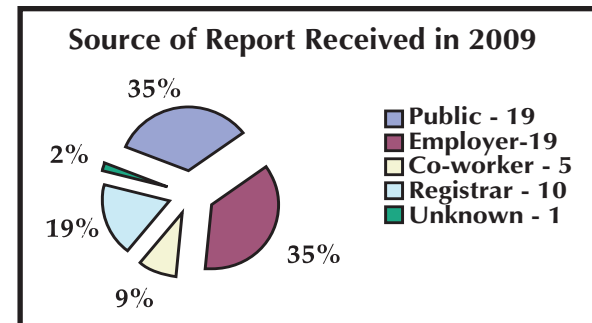
**Lorrie Dodwell RN #37002, Prince Albert, Saskatchewan:** Lorrie Dodwell was charged with professional misconduct contrary to section 26(1) and 26(2) (l), (m) and (n) of *The Registered Nurses Act, 1988*. Particulars included that Ms. Dodwell pleaded guilty to all charges in that she had an addiction to the excessive or habitual use of intoxicating liquor, opiates, narcotics or other habit forming substance; failed to comply with the Code of Ethics for Registered Nurses, 2002, CNA; and failed without reasonable cause to respond to inquiries from the SRNA regarding alleged professional misconduct. Pursuant to section 31(1) (b) of *The Registered Nurses Act, 1988*, the committee deemed that Ms. Dodwell should be suspended from the SRNA from September 25, 2008 and remain suspended until the SRNA Registrar receives three weekly consecutive drug screen test results from an approved screening agency; that the SRNA Registrar receives a written report from an approved addictions counsellor confirming that Ms. Dodwell is fit to return to the practice of registered nursing and she is adhering to a treatment plan as set out in the report and that the SRNA Registrar receive a written report from a physician confirming that Ms. Dodwell is fit to return to the practice of registered nursing and she is adhering to a treatment plan as set out in the report. Upon compliance with those conditions and for a period of three years thereafter, Ms. Dodwell shall remain abstinent from alcohol and drugs unless prescribed by a physician who is familiar with her addictions; and she must maintain a counselling agreement with an addiction counsellor and arrange to have random drug and alcohol screening as stipulated in the order. If Ms. Dodwell is employed as a registered nurse, on going performance reviews will be required at 500, 1000, 1500 and 2000 hours of practice as outlined in the order. Pursuant to section 31(2)(a)(ii), Ms. Dodwell shall be assessed \$5,000 towards the cost of the inquiry and hearing to be paid by March 31, 2011 and if the costs are not paid, Ms. Dodwell shall stand suspended pursuant to section 31(2)(b). Pursuant to Section 34(1) of *The Registered Nurses Act, 1988*, a nurse who has been found guilty by the Discipline Committee may appeal the decision or any order to the committee, within 30 days, to the Council of the SRNA, or to a Judge of Her Majesty's Court of Queen's Bench for Saskatchewan. This decision has been appealed to Court of Queen's Bench.

**Joe Marie Guillergan GN #38847, Regina, Saskatchewan:** Joe Marie Guillergan was found guilty of professional misconduct contrary to section 26(2)(c) and 26(2)(l) of *The Registered Nurses Act, 1988* he failed to comply with the Code of Ethics for Registered Nurses, 2002, CNA. Particulars included that Mr. Guillergan was guilty of inappropriate use of his professional status for personal gain. He took confidential information home with him and used it to call a patient. He used the trust of a patient-nurse relationship inappropriately for personal gain. Pursuant to section 31(1)(b) of the Act, Mr. Guillergan was suspended from the Saskatchewan Registered Nurses' Association (SRNA) from August 28, 2009 and will remain suspended until he: successfully completes a specialized course equivalent to a regular three credits, which will cover issues and concerns around professional boundary violations and the significance of nursing ethics as defined in the Code of Ethics for Registered Nurses. Mr. Guillergan, with the assistance of the SRNA will find a mentor acceptable to the SRNA, to engage in discussions occurring at least monthly to ensure that he understands his role and responsibility concerning confidentiality, appropriate charting and boundary issues and is thereby able to properly function in a Canadian clinical setting; that the mentor shall provide a written report to the SRNA that in his or her opinion Mr. Guillergan is now able to properly function in a Canadian clinical setting; that all costs in relation to the mentoring aspect are to be borne by Mr. Guillergan. Pursuant to section 31(1)(c) of the Act, Mr. Guillergan is required to provide performance appraisals upon gaining employment as a graduate nurse or registered nurse. The first performance appraisal to be submitted after two months of employment and every six months for two years and thereafter as mandated by the SRNA. Pursuant to section 31(2)(a)(ii), Mr. Guillergan shall be assessed \$3,500 towards the cost of the inquiry and hearing to be paid once Mr. Guillergan has worked 2000 hours as a graduate nurse and/or registered nurse. If after 2000 hours of employment the costs are not paid, Mr. Guillergan shall stand suspended pursuant to section 31(2)(b). Mr. Guillergan shall provide a copy of this Order to any employer who employs him as a registered nurse or graduate nurse, pursuant to section 34(1) of *The Registered Nurses Act, 1988*. This decision was not appealed.

# Investigation Committee

The Investigation Committee met for ten one day meetings and held two teleconferences throughout the year.

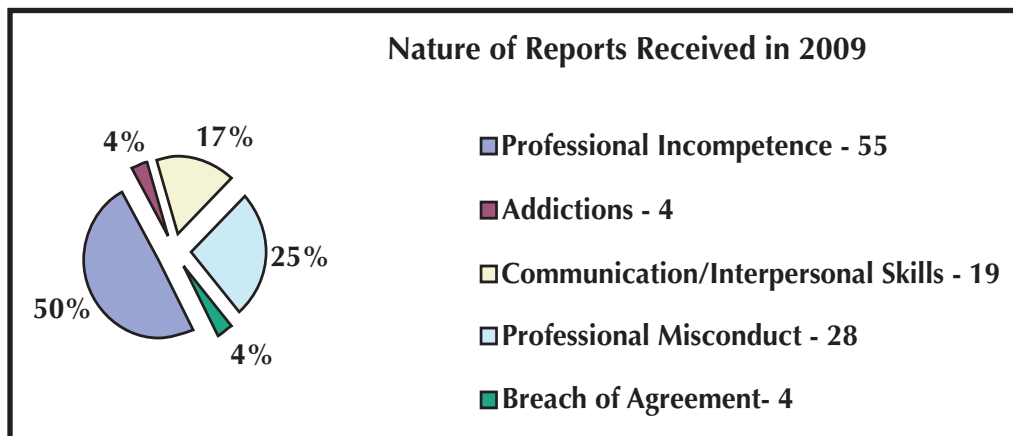
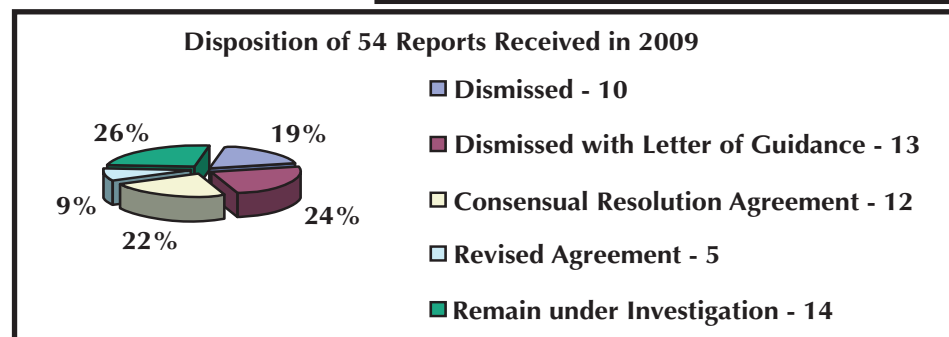
The Committee received 54 written reports concerning the professional conduct of registered members in the year 2009. 51 reports related to the practice of Registered Nurses and two related to the practice of Graduate Nurses. One report received related to the practice of Registered Nurse (Nurse Practitioner). The chart titled "Source of Reports Received in 2009" indicates the distribution of reporting sources.



Of these 54 reports, ten were dismissed, 13 were dismissed and issued a Letter of Guidance, 12 were moved to Consensual Resolution Agreements, and five were moved to revised agreements. No reports were moved to a Discipline Hearing in 2009. 14 reports remained under Investigation into 2010.

Categories of Professional Competence alleged in the reports received in 2009 are noted in the chart below:

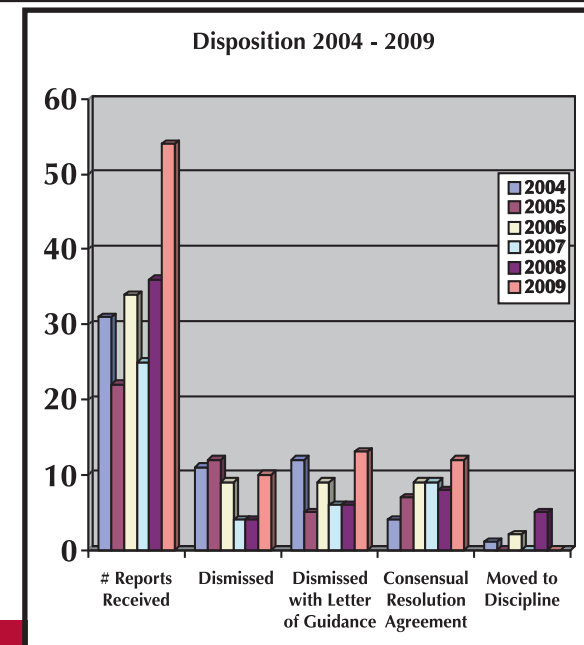
12 cases carried over from 2008 were resolved. Of these four were dismissed, one was dismissed and issued a Letter of Guidance, seven were moved to the



identification, planning and intervention skills; four to the treatment of an addiction to narcotics; two to the treatment of an addiction to alcohol; two to poor interpersonal relationship skills and four to medication administration practices.

Consensual Resolution Agreement Process.

Seven of the Consensual Resolution Agreements developed in 2009 were related to the development and monitoring of appropriate assessment, needs identification, outcome



There are currently 39 Consensual Resolution Agreements being monitored. Four Consensual Resolution Agreements were completed in 2009.

**Committee Members:**

**Loraine Grychowski-Whitehead**, RN, Chair, North Battleford

**Michell Jesse**, RN, Grand Coulee

**Joanne Blazieko**, RN, Moose Jaw

**David Millar**, Public Representative, Regina

**Gary Andrews**, Public Representative, Regina

**Rhonda O'Hagan**, RN, Advisor, Competence Assurance, SRNA

<b>INVESTIGATION AND DISCIPLINE STATISTICS</b>											
	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
Total number of new cases	14	30	16	18	22	31	22	34	25	36	54
Total number of cases investigated	34	54	46	27	27	31	27	36	32	44	66
Dismissed on investigation	9	13	16	5	4	11	12	9	4	5	14
Dismissed on investigation with a letter of guidance	2	2	5	3	7	12	5	9	6	9	14
Referred to mediation/consensual resolution agreement process and agreement signed by member	6	5	3	4	7	4	7	9	6	11	16
Referred to mediation/consensual resolution agreement process and agreement\ not yet signed by member											3
Referred to agreement revision									3	3	5
Referred to discipline	2	1	5	3	0	1	0	2	0	6	0
Discipline hearings held	2	2	4	3	1	2	0	2	0	3	1
Carried over year end - reports initiated and unresolved at year end	24	30	16	10	5	5	3	7	6	10	14
Consensual agreements (ongoing)						17	22	27	24	26	39
Consensual agreements (completed)							1	2	8	2	4

# Legislation and Bylaws Committee

The Legislation and Bylaws Committee met for two full-day meetings in 2009, and conducted the following activities:

- Completed the regular three-year review cycle for Bylaw amendments (2006 – 2009).
- Consolidated bylaws for printing and posting on website.
- Developed a distribution and Communication Plan for new Bylaws.
- Reviewed the Terms of Reference and applicable policy governing the committee, code of conduct and conflict of interest policies.
- Developed an Orientation Binder for Committee Members.
- Developed and approved the Bylaw Amendment Administrative Policy.
- Approved the RN(retired) Membership Category; Registered Nurse (Graduate Nurse Practitioner) Membership Category Bylaw, and bylaws enabling compliance with AIT.
- Completed ongoing consultation when requested from other college/organizations.
- Met with representative responsible for Bylaws, Saskatchewan Ministry.
- Continued to monitor legislative trends related to the regulation of nursing practice nationally and globally.

## **Committee Members:**

**Kandice Hennenfent**, RN, Chair, Moose Jaw

**Stella Swertz**, RN, Weyburn

**Lois Berry**, RN, Saskatoon

**Heather McAvoy**, Public Representative, SRNA Council, Prince Albert

**Heather Keith**, RN(NP), Edenwold, (Term Began – June 2008)

**Rhonda O'Hagan**, RN, Advisor, Competence Assurance, Staff Support

**Marilyn Morrison**, Senior Assistant, Competence Assurance, Staff Support

# Nominations Committee

- The committee met via six Teleconferences from November 2009 to February 2010.
- The committee's focus to contact RN members, and recruit for this year's SRNA Council and Nominations Committee elections was carried out via email, telephone and personal contacts and discussions.
- Positions open for nominations this year were SRNA Council Member at Large for Regions 3,4,6 and 7 as well as one position open on the Nominations Committee.
- Calls for Nominations were also communicated via the Newsbulletin, and workplace reps.
- Nominations came forward resulting in candidates in all Regions this year.

## **Committee Members:**

**Colleen R. Toye**, RN, Chair, Saskatoon

**Doug McPeck**, Public Representative, Saskatoon

**Gillian Oberndorfer**, RN, Regina

**Patti LeBlanc**, RN, Regina

**Adeline Michayluk**, SRNA

**Susan Smith Brazill**, SRNA



Saskatoon NEPS students

# Nursing Education Program Approval Committee

The Nursing Education Program Approval Committee held five meetings in 2009. Committee activities for 2009 included:

- Review of the annual update from the Primary Care Nurse Practitioner Program (SIAST).
- Review of the annual update from the RN Re-entry Program.
- Review of the annual update from the Nursing Education Program of Saskatchewan (NEPS).
- Preliminary Approval granted of the Primary Health Care RN(NP) Master of Nursing Program (University of Saskatchewan).
- Acceptance of the notification from the NEPS that the last intake of students into the program will occur September 2010 (dissolution of NEPS).
- Revision of the Nursing Education Program Approval Process Administrative Document for Approval of Nursing Education Programs for Registered Nurses and Approval of Nursing Education Re-Entry Programs for Registered Nurses.

## Committee Members:

**Katherine Bergman**, Public Representative, Regina (Chair) (Resigned)

**Louise Kowal**, RN(NP), Arborfield (Chair)

**Rhonda Clarke**, RN, Esterhazy

**Lynn Digney Davis**, RN(NP), Saskatchewan Health

**Diane McDougall**, RN, Saskatoon

**Sharon McKay**, Public Representative, Regina

**Amanda Morrissette**, RN, Wadena

**Margaret Wheaton**, BPharm, Health Profession Representative, Biggar

**Cheryl Hamilton**, RN, Deputy Registrar, SRNA

# staff advisory committee reports

# Registration and Membership Committee

The Registration and Membership Committee held three meetings in 2009. Committee activities included:

- Reviewed two requests for alternate clinical placement in the RN re-entry program.
- Provided a recommendation to accept one international applicant for initial licensure who could not provide verification of initial registration in the jurisdiction they obtained their nursing education due to extenuating circumstances.
- Selected the RN and RN(NP) continuing competence program auditors.
- Reviewed and recommended denial of one recognition of practice request.
- Reviewed and recommended licensure of a RN(NP) specialty.
- Reviewed a member's non-compliance to submit continuing competence documents as requested for the annual audit. Recommended suspension of licence due to failure to submit required documentation. Subsequently the recommendation to suspend licence was rescinded as the member submitted required documents upon receipt of notification that her licence would be subject to suspension for non-compliance of continuing competence audit requirements.
- Reviewed and recommended that an international applicant who had previously been deemed eligible to write the CRNE but did not write within the timelines of SRNA policy undergo a competency assessment prior to determining if applicant still met eligibility requirements.

## **Committee Members:**

**Correen Nagy-Malinoski**, RN, Melville (Chair)

**Erin Haas**, RN, Regina

**Connie Lee**, RN(NP), Prince Albert

**Margaret Olfert**, RN, Regina

**Cliff Walker**, Public Representative (Term completed 2009)

**Russ Marchuck**, Public Representative (Term commenced 2009)

**Cheryl Hamilton**, RN, Deputy Registrar, SRNA

**Shirley McKay**, RN, Registrar and Director of Regulatory Services, SRNA

# Membership Advisory Committee

The Membership Advisory Committee met in person twice, participated in teleconferences and communicated by email in 2009. Committee activities included:

- An orientation committee meeting in September.
- Recommended members to SRNA internal and external committees.
- Review and selection of award recipients for the SRNA Member Recognition Awards including Millennium Awards, Memorial Book and Mentorship Award.
- Recommendations to Council for the Life and Honorary Award Recipients.

## Committee Members

**Joanne Petersen, RN, Chair** (Moose Jaw)

**Deanna Barlow, RN(NP), (Regina)**

**Fred Bordas, RN, (Regina)**

**Maitland Blackwell, Public Representative** (Regina)

**Noelle Rohatinsky, RN** (Saskatoon)

**Susan Smith Brazill, SRNA**

**Adeline Michayluk, SRNA**

**Barb Fitz-Gerald, RN, SRNA**



**Membership Advisory Committee**

Left to Right: Barb Fitz-Gerald, RN (SRNA staff), Noelle Rohatinsky, RN, Joanne Petersen, RN, Deanna Barlow, RN(NP), (MAC Chair), Maitland Blackwell, (Public Representative), missing Fred Bordas, RN

# Advanced Practice Advisory Committee

The purpose of the advisory committee is to provide advice related to:

- Dynamic, effective nursing advanced practice regulatory systems.
- Bylaws and policy that support a nursing advanced practice regulatory framework.
- Implementation plan for optimization of advanced nursing practice in the public interest.

The advisory committee met twice in 2009 to:

- Provide advice regarding the role of the clinical nurse specialist in the province.
- Explore the role of the RN(NP) in direct referrals to medical specialists.
- Review the proposed new national competencies for the RN(NP).
- Provide updates on current provincial RN(NP) practice.
- Discuss current issues related to RN(NP) practice.
- Review provincial and national positions on Advanced Nursing practice.
- The committee was also expanded to include one public representative.

## **Committee membership:**

**Lynn Digney Davis**, RN(NP), Saskatchewan Health

**Joyce Bruce**, RN(NP), Nurse Practitioner Program, SIAST

**Dr. Dennis Kendel**, Saskatchewan College of Physicians & Surgeons

**Connie Lee**, RN(NP), Prince Albert Parkland Health Region

**Colleen Bowen**, RN, First Nations & Inuit Health

**Tania Kristoff**, RN, First Nations University of Canada

**Gillian Oberndorfer**, RN, Regina Qu'Appelle Health Region

**Lynnette Stamler**, RN, Nurse Practitioner Program, U of S

**Del Windrum**, Saskatchewan Society of Medical Laboratory Technologists

**Colleen McNichol**, RN(NP), Nurse Practitioners of Saskatchewan

**Karen Hart**, RN(NP), Nurse Practitioners of Saskatchewan

**Janice Murdock**, RN, Saskatchewan Union of Nurses

**Margot Hawke**, RN, Saskatoon Health Region

**Dr. Martin Vogel**, Saskatchewan Medical Association

**Manuel James**, RN(NP), Northern Intertribal Health Authority

**Ray Joubert**, Saskatchewan College of Pharmacists

**Allan Higgs**, Public Representative

**Patrick Livingstone**, RN, SRNA

**Linda Muzio**, RN, SRNA

# RN(NP) Regulatory Policy Working Group (Staff Advisory Committee)

This committee is a staff advisory committee for the regulation and practice of RN(NP)s in Saskatchewan. The committee met three times in 2009; one face to face and twice by teleconference to provide advice related to:

- RN(NP) draft national competencies.
- RN(NP) role and ability to refer to medical specialists in the province.
- New RN(NP) bylaws related to graduate licensure.

## **Committee membership:**

**Barbara Puckett**, RN(NP)

**Allan Higgs**, Public Representative

**Lynnette Stampler**, RN, Nurse Practitioner Program, U of S

**Joyce Bruce**, RN(NP), Nurse Practitioner Program, SIAST

**Mary Humen**, RN

**Karen Hercina**, RN(NP)

**Carolina McDonald**, RN(NP)

**Lynn Digney Davis**, RN(NP), Saskatchewan Health

**Shelly Cal**, RN(NP)

**Colleen McNichol**, RN(NP)

**Margot Hawke**, RN, Saskatoon Health Region

**Patrick Livingstone**, RN, SRNA

# Committee for Membership Units

In 2009, a new staff advisory committee for SRNA Professional Practice Groups (PPGs), Chapters and Special Interest Groups (SIGs) was created.

The purpose of the committee is to:

- Facilitate the exchange of information between the SRNA and the Membership Units; and
- Provide a forum for networking, educational opportunities, policy formation and others.

The first meeting was held in Regina on March 24, 2009 with ten PPGs/Chapters/SIGs represented. The group meets annually in March and will alternate between Regina and Saskatoon.

## Committee Members:

### SRNA CHAPTERS

**Amber Barrie**, RN (Aylsham), Nipawin Chapter

**Dale Ternes**, RN (Kindersley), Prairie West Health District Chapter

**Karen Gatzke**, RN (Watrous), Watrous Chapter

### PROFESSIONAL PRACTICE GROUPS

**Cathy Jeffery**, RN (Saskatoon), Administrative Nurses Professional Practice Group

**Karen Kimpton**, RN (Regina), Clinical Nurse Educator Professional Practice Group

**Jocelyn Orb**, RN (Saskatoon), Environmental Professional Practice Group

**Pammla Petrucka**, RN (Regina), Global Professional Practice Group

**Colleen McNichol**, RN(NP) (Nokomis), Nurse Practitioners of Saskatchewan

**Ethna Martin**, RN (Saskatoon), Parish Nursing Professional Practice Group

**Fran Langevin**, RN (Dalmeny), PeriAnesthesia Nurses Group of Saskatchewan

**June Blau**, RN (Regina), Retired Nurses Professional Practice Group

**Candace Franke**, RN (Saskatoon), Saskatchewan Operating Room Registered Nurses Group

**MariElena Guerrero-O'Neil**, RN (Regina), Saskatchewan Emergency Nurses Group

**Angela Kubiak**, RN (Regina), Saskatchewan Chapter for Canadian Association of Critical Care Nurses

**Dawn Winterhalt**, RN (Saskatoon), Saskatchewan Gerontological Nursing Association

**Laurel Stang**, RN (Regina), Saskatchewan HIV/AIDS/HCV Nursing Education Organization

**Eithne Reichert**, RN (Saskatoon), Saskatchewan Nursing Informatics Association

**Carol Ann Spicer**, RN (Regina), Saskatchewan Occupational Health Nurses Group

**Rhiannon Thomas**, RN (Regina), Saskatchewan Renal Professional Practice Group

### SPECIAL INTEREST GROUPS

**Karen Hewson**, RN (Regina), Nursing Special Interest Group in Pain Management, Saskatchewan

**Barb Fitz-Gerald**, RN Nursing Advisor, Member Relations, SRNA Staff Support

# External Committee Representation

Mary Ellen Andrews, RN (Saskatoon), SIAST Primary Care Nurse Practitioner Program  
Theresa Belcourt, RN (Regina), Saskatchewan Nurses Foundation  
Rhonda O'Hagan, RN (Saskatoon), Prescription Drug Monitoring, Health Ministry  
Joyce Bruce, RN(NP), (White City), CNPE Family/All Ages Exam Committee  
Rhonda O'Hagan, RN (Saskatoon), Network of Inter-professional Regulatory Organizations  
Sarah Liberman, RN (Regina), Social Justice Coalition  
Diana McFarlane, RN (Saskatoon), SIAST Continuing Care Assistant Program  
Donna Brunskill, RN (Pense), CNPS Board  
Shirley McNeil, RN (Saskatoon), University of Regina Senate  
Sarah Liberman, RN (Regina) and Patrick Livingstone, RN (Norquay), Alliance of Asset Champions  
D'Arcy Magotiaux, RN (Regina), Sask Coalition on Tobacco Reduction  
Roberta Evans, RN (Regina), Saskatchewan Prevention Institute  
Shannon Chernoff, RN (Saskatoon), SIAST PeriOperative Nursing Program  
Cheryl Hamilton, RN (Regina), Network of Inter-professional Regulatory Organizations  
Dorothy Lloyd, RN (Regina), SIAST NEPS Advisory Committee  
Gwen Kessler, RN (Saskatoon), Saskatchewan Mental Health Coalition  
Tania Kristoff, RN (Domremy), CRNE Competency Review Committee  
Elizabeth Domm, RN (Regina), SIAST Nursing Re-entry Program committee  
Donna Brunskill, RN (Pense), Ministry of Health E-Health Council  
Manuel James, RN(NP) (Prince Albert), CNPE Competency Committee  
Linda Muzio, RN (Regina), Midwifery Transition Council  
Janlyn Frick-Rozdilsky, RN (Saskatoon), CNPS Adjudication Committee  
Joyce Kellen, RN (Yorkton), University of Saskatchewan Graduate Studies Committee  
C. Fay Puckett, RN (Clavet), University of Saskatchewan Senate  
Joan Dudgeon, RN (Regina), CNPS Adjudication Committee  
Renetta Loewen, RN (Saskatoon), CRNE Exam Committee  
Candice Skrapek, RN (Saskatoon), EHR/Saskatchewan Laboratory Results Repository Project Advisory Committee  
Karen Eisler, RN (Regina), Saskatchewan Surgical Initiative Executive Sponsor Group  
Karen Eisler, RN (Regina), Provincial Nursing Council  
Barb Fitz-Gerald, RN (Regina), Health Quality Council, Quality Improvement Network

# 2009 SRNA member recognition awards



Louise Frederick



Marlene Lindberg

## **Life Membership**

Louise Frederick  
Marlene Lindberg

## **Millennium**

### **Jean Browne Award for Leadership in Nursing Practice**

Gaylene Molnar, RN

### **Granger Campbell Award for Clinical Excellence**

Donna Geiger, RN

## **Mentorship Award**

Tania Kristoff, RN

### **Granger Campbell Clinical Excellence Award**

Brenda Mishak-Beckman, RN(NP)



Gaylene Molnar, RN



Donna Geiger, RN



Tania Kristoff, RN



Brenda Mishak-Beckman, RN(NP)

**Ruth Hicks Student Leadership Award**

Nicole Marshall

**Elizabeth Van Valkenburg Award for Leadership  
in Nursing Education**

Joyce Bruce, RN(NP)

**Nora Armstrong Award for Health Advocacy**

Kristin Knibbs, RN

**Effie Feeny Award for Nursing Research**

Dr. Donna Goodridge, RN

**Helen Walker Innovation in Nursing Award**

Karen Hewson, RN

**Jean Wilson Award for Employer of the Year**

Gillian Oberndorfer, RN

**2009 SRNA Honourary Membership**

The Honourable Dr. Gordon L. Barnhart,  
Lieutenant Governor of Saskatchewan



Nicole Marshall



Joyce Bruce, RN(NP)



Kristin Knibbs, RN



Dr. Donna Goodridge, RN



Karen Hewson, RN



Gillian Oberndorfer, RN



Dr. Gordon L. Barnhart

# 2009 council

## **President**

David Kline, RN, Drake, 2009 – 2011

## **President-Elect**

Kandice Hennenfent, RN, Moose Jaw, 2009 – 2011

## **Public Representatives**

Karen Gibbons, Regina Beach, 2009 – 2012

Richard Kleer, Lumsden, 2009 – 2012

Heather McAvoy, Prince Albert, 2009 – 2012

## **Executive Director**

Donna Brunskill, RN, Pense, 2000 – 2009 Retired

Karen Eisler, RN, Regina, October 2009 - Present

## **Members-at-Large**

Janice Giroux, RN, Weyburn, 2009 – 2011

Sadie (Edith) Gross, RN(NP), Riverhurst, 2009 – 2011

Debbie Kosabek, RN, Regina, 2008 – 2010

Elaine Stefanick, RN, Moose Jaw, 2009 – 2011

Mark Tarry, RN(NP), Wynyard, 2008 – 2010

Sandra Weseen, RN, Melfort, 2008 – 2010



## **Council Picture:**

Left to Right: Richard Kleer, Donna Brunskill, RN, Sandra Weseen, RN, Janice Giroux, RN, Heather McAvoy, Elaine Stefanick, RN, Karen Gibbons, David Kline, RN, Sadie (Edith) Gross RN(NP), Debbie Kosabek, RN, Kandice Hennenfent, RN, Mark Tarry, RN(NP)

## Workplace Representatives

Workplace Representatives are champions for good registered nursing care in their workplace. They are contact persons for the SRNA and the membership regarding SRNA resources and services. The following SRNA Workplace Representatives have agreed to share their name and place of work. In Feb 2009 it became a requirement for new Workplace Representatives to share their name and contact information with the membership.

Michelle Aldag, RN, Swift Current Prairie Pioneers Lodge, Swift Current  
Daphne L. Andreas, RN, Cypress Regional Hospital, Swift Current  
Maureen Ballan, RN, Maidstone Health Complex, Maidstone  
Debra A. Bathgate, RN(NP), Regina General Hospital, Regina  
Rena M. Kim, RN, Four Directions Community Health Centre, Regina  
Jo-Anne Braithwaite, RN, Sask Gov't Insurance, Regina  
Linda D. Brothwell, RN, Nipawin Hospital, Nipawin  
B. Faith Case, RN, Providence Place, Moose Jaw  
Laurel P. M. Charles, RN, Deer View Lodge, Wawota  
Lois Coffey, RN(NP), St. Joseph's Hospital of Estevan, Estevan  
Celine T. M. Czernick, RN, Health Canada, Regina  
Nada DeMong, RN, Royal University Hospital, Regina  
Gina A. Deringer, RN, Five Hills RHA  
Beverly Desautels, RN, Cumberland House Health Centre, Cumberland House  
Beverley A. Dougan, RN, Prince Albert Parkland RHA  
Maureen P. Ferguson, RN, Saskatoon Home Care, Saskatoon  
Connie Fiorante, RN, RQHR Home Care, Regina  
Joanne M. Franc, RN, Prince Albert Pineland District Home Care, Prince Albert  
Brenda Groves, RN, Prairie Health Care Centre, Portreeve  
Barbara Hale, RN, Pasqua Hospital, Regina  
Carolyn J. Koop, RN, Heartland RHA  
Bonnie L. Letwinetz, RN, Lady Minto Health Care Centre, Edam  
Bernadette A. McDonald, RN, Royal University Hospital, Saskatoon

M. Sherry McDonald, RN, SIAST, Saskatoon  
Michelle L. Meschishnick, RN, Biggar Hospital, Biggar  
Donna M. Milbrandt, RN, Yorkton Regional Health Centre, Yorkton  
Terri Moberg, RN, Cypress RHA  
Germann Muravchik, RN, Grenfell Pioneer Home, Grenfell  
Correen J. Nagy-Malinoski, RN, St. Paul Lutheran Home, Melville  
Roberta L. Neudorf, RN, Warman Mennonite Special Care Home, Warman  
Patricia D. Nykiforuk, RN, Hafford Special Care Centre, Hafford  
Gillian C. Oberndorfer, RN, Regina General Hospital, Regina  
Deborah A. Oliver, RN, Saskatoon RHA  
Lynn Oliver, RN, Northern Inter Tribal Health  
Joanne M. Petersen, RN, Moose Jaw Union Hospital  
Pammla M. Petrucka, RN, University of Saskatchewan  
Greg Riehl, RN, Nursing Division SIAST, Regina  
Rosanne N. Robin, RN, Nipawin Hospital, Nipawin  
Gloria D. Sayer, RN, St. Paul's Hospital, Saskatoon  
Allison D. Toffan, RN, Regina General Hospital, Regina  
Krista L. Tourigny, RN, Cypress RHA  
Carol L. Unchulenko, RN, St. Anthony's Hospital, Esterhazy  
Ann Marie Urban, RN, SIAST, Regina  
Cheryl L. Whitehead, RN, Extendicare, Moose Jaw  
Louise M. Wilk, RN, Canadian Blood Services, Regina  
Melanie A. Woods, RN, Saskatoon Convalescent Home, Saskatoon  
Rosalia M. Zitta, RN, Regina General Hospital, Regina

# workplace representatives

# staff directory

## Executive Office

Donna Brunskill, RN, Executive Director Retired 2009  
Karen Eisler, RN, Executive Director  
Dianna Pedersen, Executive Assistant  
Sarah Liberman, RN, Nursing Advisor, Policy

## Communications & Corporate Services

Susan Smith Brazill, Director  
Trevor Black, Manager, Finance & Technology  
Shelley Svedahl, Manager,  
Communications & Government Relations  
Cheryl Weselak, Coordinator,  
Human Resources & Systems  
Bruce Dawson, Coordinator,  
Records & Privacy (January 2009)  
Maureen Belanger, Executive Assistant  
Susan Greenman, Senior Assistant,  
Communications & Corporate Services  
Janet Kenyon, Senior Assistant, Building & Payables  
Genie Mintram, Senior Assistant, Records & Privacy  
Maria Victoria Kos, Senior Assistant,  
Finance & Receivables  
Adeline Michayluk, Senior Assistant, Customer Service  
Dee Muir, Senior Assistant, Corporate Services  
Marilyn Wallace, Senior Assistant, Corporate Services  
Kristal Olson, Assistant, Customer Service  
Nikita Schmidt, Assistant, Corporate Services

## Regulatory Services

Shirley McKay, RN, Director/Registrar  
Cheryl Hamilton, RN, Deputy Registrar  
Karen Turner, RN, Nursing Advisor, Regulatory Services  
Theresa Belcourt, RN, Nursing Advisor,  
Regulatory Services

Janet Shafer, Executive Assistant (October 2009)  
Bev Veresh, Coordinator, Regulatory Services  
Brenda Hahn, Senior Assistant, Regulatory Services  
Karen Rhodes, Senior Assistant, Regulatory Services  
Anita Nivala, Senior Assistant, Regulatory Services  
Norma Biberdorf, Senior Assistant,  
Regulatory Services (March 2009)  
Dawn Aschenbrener, Senior Assistant,  
Regulatory Services  
Deb Walker, Senior Assistant, Regulatory Services  
Jeanine Brown, RN, Nursing Advisor,  
Regulatory Services  
Rhonda O'Hagan, RN, Advisor,  
Competence Assurance  
Marilyn Morrison, Senior Assistant,  
Competence Assurance

## Nursing Practice

Karen Eisler, RN, Director (October 2009)  
Linda Muzio, RN, Acting Director  
Debbie Cummings, Senior Assistant, Practice  
Beverly Balaski, RN, Nursing Advisor, Practice  
Linda Banerjee, RN, Nursing Advisor,  
Practice (Weyburn)  
Della Stumborg, RN, Nursing Advisor,  
Practice (Swift Current)(September 2009)  
Patrick Livingstone, RN, Nursing Advisor,  
Practice (Norquay)  
Barbara Fitz-Gerald, RN, Nursing Advisor,  
Member Relations  
Greg Riehl, RN, Nursing Advisor, Practice (June 2009)  
Beverly Duncan, RN, Nursing Advisor,  
Practice (October 2009)

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*Healthy*  
Society

SRNA Vision