



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

Cover: The assembled delegates at the 2010 SRNA Annual Meeting.

Photo: Trevor Owen

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On behalf of the Government of Saskatchewan and the Ministry of Health, I am pleased to extend greetings to all members of the Saskatchewan Registered Nurses' Association. Registered Nurses and Registered Nurse (Nurse Practitioners) play a critical role in the delivery of health services in our province. We are grateful for your dedication to providing quality health care to the people of Saskatchewan.

Our government is committed to ensuring that we have an appropriate supply of RNs to meet patient care needs into the future. We have surpassed our objective of hiring 800 more registered nurses and registered psychiatric nurses. A majority of these nurses have been hired as part of the work under the partnership agreement between the Saskatchewan Union of Nurses and the provincial government. While this is a positive accomplishment, we recognize that more will need to be done to ensure a stable nursing workforce for the future.

Our goal is to have a patient-and family-centered health care system that puts the patient first. By working together with our health care partners such as the SRNA, I am optimistic that we will make progress in this regard.

We appreciate our open and collaborative relationship with the SRNA and look forward to working together to ensure a work environment that supports a high standard of practice and quality health care for all Saskatchewan residents.

I extend my sincere best wishes for continued success during 2011.

Don McMorris
Minister of Health

Message from the Minister of Health

*Our goal is to have a
patient- and family-
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ICN President's Message

*"If you want to go fast,
go alone;
if you want to go far,
go together."*

As President of the International Council of Nurses, I am delighted to extend warm greetings to the nurses of Saskatchewan from the ICN Board of Directors and staff, as well as the 135 member countries we represent. We congratulate you on your many successes and we send best wishes for your annual meeting and future endeavours as you put patients first.

As you look back over the past year, I hope that you will feel proud of your successes and your dedication to improving the health of the people of Saskatchewan.

There is an old African saying, "if you want to go fast, go alone; if you want to go far, go together." I believe we intend to "go far" and the answer lies in going together and in collaboration to create a better future.

I therefore commend the SRNA for your efforts to promote collaboration, research and evidence based practice. I would also like to congratulate you on the great strides you have made in advancing nursing practice, focusing on ethical practice, research, competence, responsibility and patient safety.

Until then, I send you our congratulations for your achievements in 2010 and for your future success.

Rosemary Bryant

President

International Council of Nurses





It is my privilege to extend warm greetings on behalf of the staff and board of the Canadian Nurses Association (CNA) to our Saskatchewan colleagues. I also want to personally thank you for the tremendous work you do—as individual RNs and as an organization—in serving the people of Saskatchewan. CNA counts on the important contribution of SRNA and the participation of you, our members, in all that we undertake to realize our shared objective of advancing the nursing profession and making continuous improvements to our health system.

SRNA's vision of “registered nurses as partners in an informed healthy society” speaks to our responsibility as health professionals to educate members of the public on how to make sound choices regarding their individual health and, just as importantly, on the collective decisions we must make to build a healthy society. As our health system faces mounting financial and human resource pressures, making the right decisions will become increasingly important.

A wave of change is poised to sweep over health care. Canadians depend on RNs, as highly trusted professionals, to act in their best interest and ensure that these changes are for the better. They expect us to look to the future and steer the evolution of health care toward a system that anticipates emerging needs—a system that can always be counted upon.

This is why we are united in our advocacy for the renewal of primary care—an area in which RNs and NPs are making a tremendous positive contribution. The same holds true for our engagement in strategies that enable communities to support healthy aging. From the smallest intervention all the way to the implementation of national programs and policies, the continued leadership of nurses is vital to ensuring that evidence informs all health-care decisions.

Saskatchewanians have showed steadfast resolve in maintaining stewardship over their vital resources. I can think of no resource more crucial to the health of its citizens than a strong community of registered nurses working in the public interest. If the past good work of SRNA and its members are an indicator of their future commitment, the people of Saskatchewan are in good hands.

Judith Shamian, RN, PhD, LLD (hon), D.Sci (hon), FAAN
President, Canadian Nurses Association

CNA President's Message

If the past good work of SRNA and its members are an indicator of their future commitment, the people of Saskatchewan are in good hands.



SRNA President's Message

'RN' is a recognized symbol of quality to the public, and a source of trust and confidence.



The impending end of my term has caused great reflection on my past two years as President of the SRNA Council. Our profession has witnessed much growth and faced many challenges. It has been my privilege, as President, and a member of SRNA Council, to play a small role in moving our profession forward within this regulatory capacity. As is always the case, much work remains to be done, but I am delighted to pass the gauntlet on to our most capable incoming President, Kandice Kennenfent, RN.

We have been entrusted with an immense responsibility. As the professional self-regulatory body for the province's approximately 10,000 registered nurses including over 130 nurse practitioners, our 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 is vital. The SRNA is responsible ensuring continuing competence, professional conduct, standards of practice, a code of ethics and the approval of education programs. We are committed to speaking out on health-care issues that are in the public interest.

'RN' is a recognized symbol of quality to the public, and a source of trust and confidence. The SRNA must continue to develop resources and programs for our members that meet the ever-changing health and nursing needs in the public interest. It is up to us, as the largest health-care professional group to maintain and honour the privilege of professional self-regulation.

The SRNA is committed to registered nurses interacting with the public in a competent, accountable professional manner. To set these standards, the SRNA requires the authority created in legislation, bylaws, Council and operational policy. Nursing is highly regulated because of issues surrounding public safety. Regulatory mechanisms must be fair, timely, transparent and accountable. They require the knowledge, skill and judgment of peers to effectively determine required standards, codes and resources. The important role of public representation is to ensure that public need and good is at the forefront of professional self-regulation.



The SRNA remains committed to supporting the leadership within the profession. RNs need to becoming more actively engaged in both their profession and the acquisition of evolving competencies. Our strength comes from the passion we have for nursing and in knowing that, through effective collaboration with other leaders and government, we can build a better healthcare system and improve the health of our public.

During my term, I have had the opportunity to travel the province and meet with RNs in all domains of nursing. It is encouraging to see that our profession has such a positive effect on health care and illness prevention.

The work of the staff at the SRNA and our Executive Director, Karen Eisler, RN, has been tireless in regards to the support they provide to all members through practice advisement, competence assurance, policy documents, positions statements, education sessions, communications and corporate services assistance. Their support of Council and me personally has been immeasurable and well appreciated. I would also like to take this opportunity to thank your Council members for their insight, passion and commitment.

While my term as President of the SRNA comes to an end, my enthusiasm and passion for its vision, mission and goals has never been greater.

David Kline, RN
President, SRNA



Executive Director's Message

Your contributions are necessary and vital to professional self-regulation and to a vibrant nursing profession.



As a professional self-regulatory body, our mandate is protection of the public and this is both a privilege and a responsibility granted to the registered nursing profession. Our promise to the public is to promote good practice, prevent undesirable practice and intervene when necessary. This translates into a single-minded commitment to competent, caring, knowledge-based registered nursing for the people of Saskatchewan.

I am passionate about the nursing profession and public safety and my energy comes from working with others equally impassioned. Our future depends on capitalizing on the synergy of our collective strengths and passions to innovatively and confidently explore our preferred future within a changing health system. I have confidence in the nursing profession and the people of Saskatchewan to whom we are committed to providing an excellent standard of care.

I would like to express my sincere gratitude to the SRNA Council comprised of the seven elected members, and our three government-appointed public representatives, for sharing their time and talents to set the direction of the association. I would also like to give a heartfelt thanks to our dedicated and passionate staff for the work they do every day that has contributed to the achievements in this report.

Lastly, I would like to thank all of our members who work in clinical care, administration, education, policy and research. You are to be commended for your commitment to the people of Saskatchewan. I would like to express my sincere appreciation for members who have supported the efforts of the SRNA through your involvement on internal and external committees, focus groups, participation at SRNA sponsored events, professional practice groups, workplace representatives, document reviews, concurrent session presenters, speakers and Newsbulletin articles submissions. Your contributions are necessary and vital to professional self-regulation and to a vibrant nursing profession.

It is a privilege and an honour to be part of the nursing profession in Saskatchewan and I know the future will have challenges but I believe wholeheartedly that it is by working together (members, public and stakeholders) we can realize our mission: "Partners in an informed, healthy society."

Karen Eisler, RN

Executive Director, SRNA



SRNA 2010 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; primary health care; and leadership and professional presence. In 2010, programs and services reflected our commitment to enable the nursing profession to practice effectively in an ever-changing health-care sector while sustaining public confidence in the nursing profession. The following provides a summary of activities.

In 2010, programs and services reflected our commitment to enable the nursing profession to practice effectively in an ever-changing health-care sector while sustaining public confidence in the nursing profession.



1. Competent, Ethical Practice of Registered Nursing

Canadian RN and RN(NP) Examinations (CRNE & CNPE)

- The level of competence of RNs and RN(NP)s is measured in part by the CRNE and CNPE which is developed by CNA and administered by the provincial regulatory bodies.
- The pass rates on the first attempt of the CRNE for Saskatchewan RN graduates and Internationally Educated Nurses met or exceeded the national pass rate. CNPE statistics not available due to low number of writers, and privacy guidelines.

Results of the CRNE

The stats reported below reflect the shortened format of the CRNE. National pass rate not available at time of reporting.

June 2009 - February 2010:

- SK grads: 97.3% Canadian National: 90%
- IENs (SK): 78%; IENs National: 70%

June 2010:

- SK grads: 89% Canadian National: 88%
- IENs (SK): 82%; IENs National: 62%

October 2010:

- SK grads: 94% Canadian National: not available
- IENs (SK): 67%; IENs National: not available

Internationally Educated Nurses (IENs)

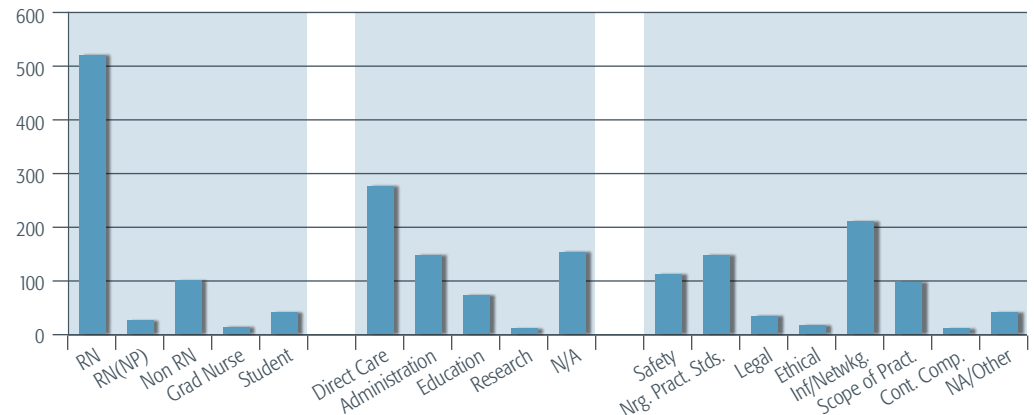
The total number of IEN applicants decreased in 2010.

- A total of 350 IENs compared to 718 in 2009, 856 in 2008, and 238 in 2007 applied for licensure in Saskatchewan.
- A total of 66 internationally educated applicants were deemed equivalent.
- The remaining applicants have not completed the assessment process due to outstanding documents and English language proficiency results.



In 2010, there were 647 nursing practice advisement calls: 44% of calls came from RNs direct care, while 22% came from RNs in administration, 11% came from RNs in education, and 23% came from non-RN calls. Calls, in order of frequency, were related to information and networking, nursing practice standards, safety, scope of practice, legal issues, ethics and continuing competence. Some calls were listed as "other."

2010 Practice Calls



- A total of 358 Nursing Education Program of Saskatchewan (NEPS) graduates were licenced as RNs.
- RNs continue to be 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 2010, 132 RN(NP)s were practicing as of November 30, 2010 with 124 of these in Primary Care, five in Neonatal and two in Adult, and one in Adult-Women's Health.
- The Employer Newsbulletin, established in 2006 to keep RN employers informed about regulatory and professional issues, was circulated via e-mail and posted on the SRNA web site in March and September 2010.

- Review of the annual update from the Primary Health Care RN(NP) Master of Nursing Program (University of Saskatchewan).
- Review of the annual update from the Nursing Education Program of Saskatchewan (NEPS).
- Review of self-evaluation report from the Collaborative Bachelor of Science in Nursing (SCBScN) Program (U of R/SIAST).
- Review of the self-evaluation report from the U of S Bachelor of Science in Nursing (BSN) Program.
- Review of the Dissolution of NEPS report.
- Call for Assessment Team candidates for the Primary Health Care RN(NP) Master of Nursing Program (University of Saskatchewan).
- Revision of the Nursing Education Program Approval Process Administrative Document for Approval of Nursing Education Programs for Registered Nurses (Nurse Practitioners).

Low Level Resolution

- SRNA continued its work to enable low-level resolution of complaints as deemed appropriate by the Investigation Committee.
- There were a total of 17 RNs signed Consensual Complaint Resolution Agreements (CCRAs).
- There are currently 28 CCRAs being monitored.
- A total of six RNs successfully completed the requirements of their CCRAs in 2010.

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. Activities of the program approval committee are 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.

3. Practice Environments Conducive to Safety and Quality

- Presentations were made to 29 Internationally Educated Nurses in three sites.
- "Ask a Practice Advisor" columns provided information and direction on: (Winter) Who is responsible for the nursing care I deliver? (Spring); RN responsibility for initial and ongoing assessments; Facebook and the Registered Nurse (Summer); and (Fall) Documentation of Care.
- SRNA, SALPN, and RPNAS offered 18 presentations on Collaborative Nursing Practice in all Health Regions in the province. The purpose of the presentations was to promote collaboration and enhance understanding of the value of each professional nursing group. Most of the presentations were delivered on-site and a few sites



- connected via Telehealth. Over 300 RNs, RPNs and LPNs and health-care providers participated.
- The SRNA, and U of S, College of Nursing, Continuing Nursing Education completed the Nursing Leadership Project in June and submitted the final report to government in November. The SRNA is working on a new initiative for nurse managers through the Administrative Nurses Professional Practice Group.
 - SRNA held teleconferences with RN(NP)s in the province to provide an informational session on the Continuous Quality Registered Nursing Practice Program (Group Peer Review Project).
 - The SRNA Continuous Quality Registered Nursing Practice Program (Group Peer Review) started phase two of the project. A steering committee of SRNA members and a working group of health care partners made recommendations for the program and a pilot project for RN(NP)s.
 - SRNA Staff provided two Telehealth sessions on the Continuing Competency Program and Code of Ethics.
 - SRNA, in partnership with the Saskatchewan Association of Licenced Practical Nurses (SALPN), Ministry of Health, Ministry of Education, University of Saskatchewan, Continuing Nursing Education, Saskatchewan Institute of Applied Science and Technology (SIAST), and Saskatchewan Union of Nurses (SUN), delivered two Registered Nurses Association of Ontario (RNAO) workshops based on best practice guidelines via satellite to over 30 communities across Saskatchewan.
 - The SRNA held Regional Workshops in Lloydminster and Yorkton.
 - As per the 2008 resolution passed by the Saskatchewan Practitioners in Infection Control (CHICA-SASKPIC) for SRNA to support hand hygiene initiatives, SRNA communicated messages about the importance of hand hygiene by featuring by featuring articles in the Winter,

Summer and Fall issues of the SRNA Newsbulletin in 2010. As well, a hand-hygiene audit was conducted at the SRNA Annual Meeting in May 2010. Information promoting National Hand Hygiene Day was posted on the SRNA Website in the summer months.

4. Primary Health Care

- SRNA continues 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.
- SRNA maintained the Social Justice Coalition with the Saskatchewan Association of Social Workers (SASW). In 2010 the coalition met with the Ministry of Social Services, the Ministry of Education, the Regional Intersectoral Committee Coordinators, and the Human Services Integrated Forum.
- The social justice coalition also participated in the development of a provincial poverty free network named 'Poverty Free Saskatchewan'. Poverty Free Saskatchewan released a discussion document entitled 'Let's Do something about Poverty' and is engaging in ongoing activities to build networks for action and address poverty in Saskatchewan.
- Ongoing support has been provided for the Provincial Tobacco Coalition advocacy and awareness activities, specifically changes in legislation and public awareness campaigns (both within Saskatchewan and in collaboration with RNAO).

5. Professional Growth and Support

- The SRNA continues to support the University of Regina, Saskatchewan Institute of Health Leadership.
- The SRNA NewsBulletin was published four times in 2010 and distributed to all members and to the Saskatchewan Nursing Education Program sites.
- Nearly 400 RNs and RN(NP)s, students and stakeholders attended the 93rd SRNA Annual Meeting and Conference 'Advancing RN Practice: Where to From Here?' in Regina, Saskatchewan, May 5 and 6, 2010.
- SRNA web traffic report indicated over 96,676 site visits in 2010.
- An Education Day for Workplace Representatives and member groups was held in October, 2010.
- 37 members were appointed to SRNA, External and ad hoc committees.

Membership Units

- There were 186 SRNA Workplace Representatives in Saskatchewan facilities.
- 20 Member Groups including Professional Practice Groups, Chapters and Special Interest Groups were affiliated with the SRNA.
- The Wound & Skin Care Special Interest Group formed in 2010.
- The Saskatchewan Gerontological Nurses Association (SGNA) disbanded. As per policy the name SGNA goes into abeyance until there is sufficient interest to resume.
- Three member groups were in the process of forming: the Philippine Nurses Association of Saskatchewan; the Forensic Nursing Professional Practice Group, and the Aboriginal Nurses Professional Practice Group.
- 24 grants were given to Member Groups for operations, education or special events.

- The SRNA provided 28 grants to members or groups for nursing education events.
- Six appointed members to external committees were provided an orientation to the role.
- 42 grants were provided to Workplace Representatives or Member Groups to attend the SRNA Annual Meeting.
- Ten grants were given to members to attend the Annual Meeting, who had not previously attended.
- Four members were sponsored to attend the Canadian Nurses Association (CNA), Annual meeting and biennial conference in Halifax in June.
- 150 members and guests met with their respective Professional Practice Group or Special Interest Group at the May 4th Member Night.
- 18 Workplace Representatives met with Council and staff in June, 2010.
- 112 members submitted professional opportunity interest sheets electronically via the SRNA database.
- SRNA staff held an SRNA booth at several education and healthcare events.
- The SRNA sponsored a workplace representative to attend the Saskatchewan Institute for Health Leadership.
- SRNA staff acted as coach for the 2011 Saskatchewan Institute for Health Leadership from U of R.

Environmentally Responsible Practice

The SRNA continues to support the environmental professional practice group.

- Together we hosted a second environmental workshop: Chemical Calamities: targeting the toxic chemicals that have become a part of our practice and our personal lives in Saskatoon with 11 tele-health broadcasting sites tuning in throughout the province.
- The SRNA and the Environmental PPG developed a Toolkit for Saskatchewan RNs and had an abstract about



the toolkit accepted at the Nurses for the Environment and Health National Conference in Ottawa. The toolkit will be distributed in 2011.

- Other awareness activities included: publication of articles in the SRNA Newsbulletin and screening of Food Inc. at the 2010 SRNA Annual Meeting.

Leadership in the Health Agenda

- SRNA met with elected and non-elected members of government and participated in various government advisory committees such as E Health Council, Prescription Review Program Partners, Agreement on Internal trade (AIT), Network of Inter-Regulatory Organizations (NIRO), and Patient First Activities including the Surgical Experience Committee as well as the Nursing Advisory Council.
- The SRNA engaged Nurse Leaders from around the province as well as sent a mail out to members regarding Nursing Fatigue.

National Nursing Week

- 2010 National Nursing Week theme, Nursing-You can't live without it!
- Over 100 National Nursing Week kits were sent to Workplace Representatives.
- Three members and a SRNA Council Public Representative joined Karen Eisler, RN, Executive Director for a National Nursing Week Telehealth.
- SRNA, SALPN and RPNAS inserted a National Nursing Week advertisement in the two provincial daily papers.
- President David Kline, RN, attended the 4th annual Nurses Celebrating Nurses on May 10, 2010 in Prince Albert.

Student Connections

- Five grants were provided to students to attend provincial or national events.
- 26 members sponsored students to attend the Annual Meeting; SRNA sponsored transportation for students to attend the annual meeting.
- Sponsorship was given to the University of Saskatchewan, Health Sciences Student's Association annual Student Symposium.
- The SRNA 2010 Yvonne Brown Award was received by: Elana Straub (Regina site); Stacy Huard (Prince Albert site); Carla Punshon (Saskatoon site).
- There were no applicants for the SRNA Jean Goodwill award.
- Sponsorship was given to the Canadian Nursing Students Association (CNSA) for a guidebook and the conference held in October.
- SRNA staff preceptored two NEPS students.
- SRNA staff met with students in each education site for presentations or meetings.
- SRNA provided sponsorship for two students to attend the Canadian Nurses Association, Annual Meeting and Biennial Conference in Halifax in June.

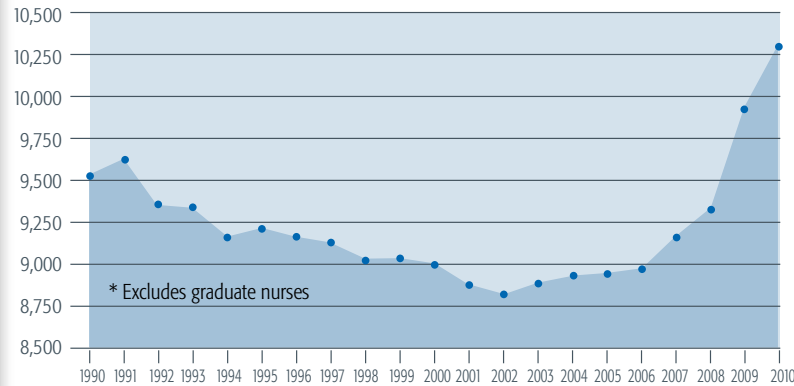


2010 Membership and Practice Information



2010 Membership and Practice Information

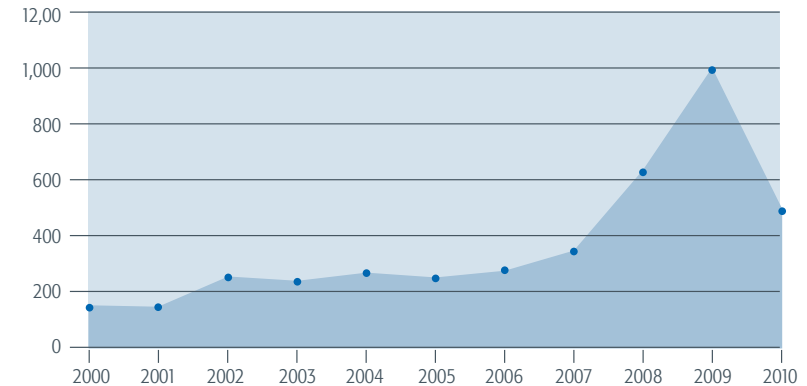
Trends in Practising Members, 1990 to 2010



The number of practising members has set a new record for the province. In percentage terms, the number of practising members increased by 3.8% to reach in 10,288 in 2010. This follows a 6.4% increase in 2009.*

Source: Sask Trends Monitor from SRNA data

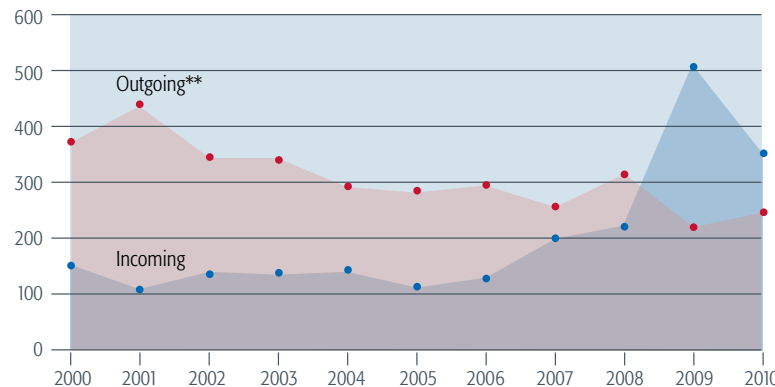
Number of Graduate Nurse Licenses Issued, 2000 to 2010



A surge in the number of internationally educated nurses (IENs) in Saskatchewan resulted in a sharp increase in the number of graduate nurses licenses issued in 2009. The number has subsequently declined.

Source: Sask Trends Monitor from SRNA data

Trends in Migration, 2000 to 2010

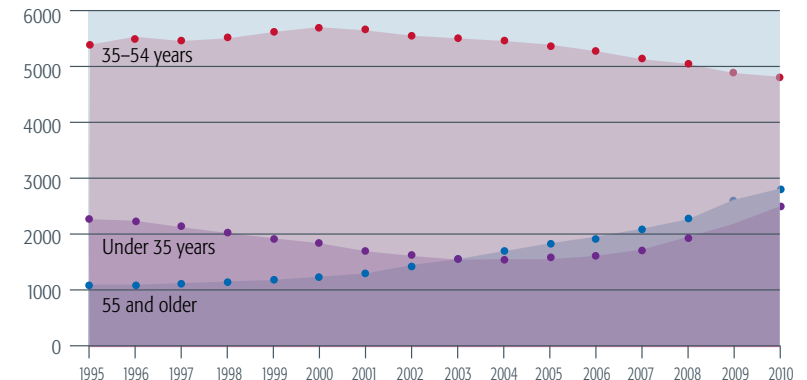


The number of members moving to Saskatchewan exceeded the number leaving for the second year in a row.

** The number of requests made by out-of-province registering bodies for verification of registration status.

Source: Sask Trends Monitor from SRNA data

Trends in the Age of Practising Members Employed in Nursing, 1995 to 2010

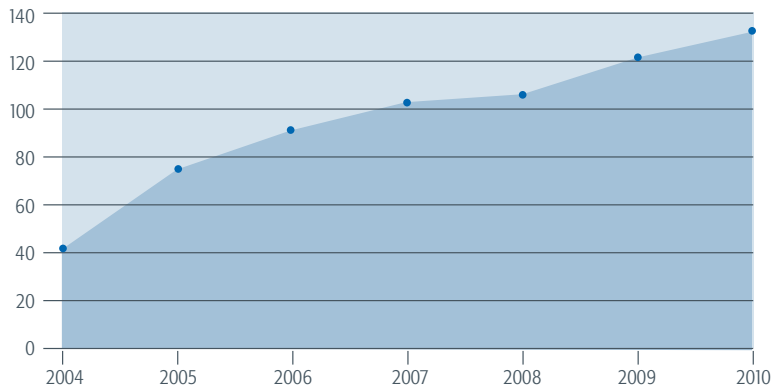


The number of older members who are employed in nursing continues to increase. In recent years, this has been matched by an equivalent increase among those under 35 years of age.

Source: Sask Trends Monitor from SRNA data



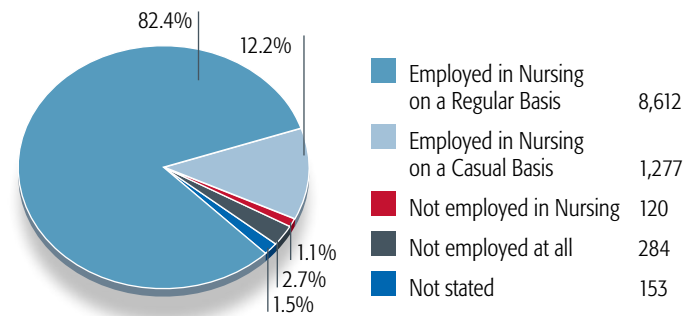
Number of RN(NP)s



RN(NP)s represent 1.2% of practising members in Saskatchewan.

Source: Sask Trends Monitor from SRNA data

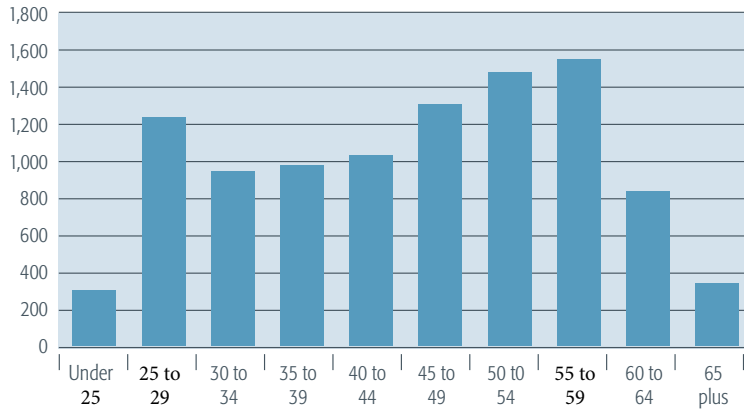
Employment Status of Practising Members in 2010



The vast majority (95%) of SRNA members were employed in nursing.

Source: Sask Trends Monitor from SRNA data

Age of Practising Members Employed in Nursing, 2010



In 2010, 27% of practising members employed in nursing were 55 years of age and older; 50 to 55 years is the most common age group. At the other end of the age scale, 16% of members are under 30 years of age. The average age of practising members in Saskatchewan is now 45.1 years.

Source: Sask Trends Monitor from SRNA data

2010 Membership and Practice Information

Membership Total and Method of Registration													
	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Registered by Examination	150	119	172	151	231	234	255	238	225	295	340	699	423
Registered by Endorsement	96	143	98	68	93	84	100	91	105	158	162	170	225
Renewal/Re-registration	8,774	8,773	8,717	8,650	8,491	8,554	8,577	8,615	8,628	8,698	8,817	9,047	9,640
Subtotal - Practising	9,020	9,035	8,987	8,869	8,815	8,872	8,932	8,944	8,958	9,151	9,319	9,916	10,288
Non-Practising	344	358	326	289	281	290	284	253	274	291	305	250	225
Retired	...	...	...	...	...	...	...	...	...	...	...	...	19
Life & Honorary	47	44	44	42	42	42	42	45	47	49	50	52	52
Total Membership	9,411	9,437	9,357	9,200	9,138	9,204	9,258	9,242	9,279	9,491	9,674	10,218	10,584
Graduate Nursing Licenses Issued During the Year													
	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Licenses Issued	101	115	149	146	253	233	268	249	276	338	618	986	489
Migration													
	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
In	100	155	146	99	129	132	134	108	125	191	213	506	350
Out	353	341	369	437	344	334	290	281	295	251	313	211	242

Initial RN(NP) Licensure								
	2004	2005	2006	2007	2008	2009	2010	
Registered by Equivalence	35	19	1	0	0	0	0	
Registered by Approved Program	7	11	3	0	0	0	0	
Registered by Competence Assessment Process (CAP)	0	3	7	0	0	0	0	
Registered by Endorsement	0	0	0	0	0	0	2	
Registered by Exam	0	0	7	14	9	12	9	
Total	42	33	18	14	9	12	11	
Total Practising Nurse Practitioners								
	2004	2005	2006	2007	2008	2009	2010	
Primary Care	42	72	88	99	103	116	124	
Neonatal	0	3	3	3	3	5	5	
Adult	0	0	0	0	0	0	2	
Adult-Restricted to Women's Health	0	0	0	0	0	1	1	
Total	42	75	91	102	106	122	132	



Summarized Financial Statements



Auditor's Report on Summarized Financial Statements

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Report of the Independent Auditor on the Summary Financial Statements

To the Members of
Saskatchewan Registered Nurses' Association

The accompanying summary financial statements, which comprise the summary statement of financial position as at December 31, 2010 and the summary statement of operations for the year then ended, and related notes, are derived from the audited financial statements of Saskatchewan Registered Nurses' Association for the year ended December 31, 2010. We expressed an unmodified audit opinion on those financial statements in our report dated March 25, 2011. Those financial statements, and the summary financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on those financial statements.

The summary financial statements do not contain all the disclosures required by the Association under Canadian generally accepted accounting principles in the preparation of the audited financial statements of Saskatchewan Registered Nurses' Association. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of the Association.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of a summary of the audited financial statements in accordance with Canadian generally accepted accounting principles.

Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements."

Opinion

In our opinion, the summary financial statements derived from the audited financial statements of Saskatchewan Registered Nurses' Association for the year ended December 31, 2010 are a fair summary of those financial statements, in accordance with Canadian generally accepted accounting principles.

Deloitte + Touche LLP

Chartered Accountants

March 25, 2011

Regina, Saskatchewan

**Statement of Financial Position
As at December 31, 2010**

	2010	2009
CURRENT ASSETS		
Cash	\$ 48,489	\$ 1,261,387
Short term investments	5,199,518	4,344,588
Accounts and fees receivable	19,153	35,616
Prepaid expenses	749,849	53,491
	6,017,009	5,695,082
INVESTMENTS	170,373	318,347
CAPITAL ASSETS	2,189,246	2,210,394
INTANGIBLE ASSETS	172,078	256,833
	\$ 8,548,706	\$ 8,480,656
CURRENT LIABILITIES		
Line of credit	\$ -	\$ 874,269
Accounts payable and accrued charges	456,253	752,457
Goods and services tax payable	196,082	127,155
Fees collected in advance	4,673,782	4,536,879
Deferred revenue	-	29,258
Current portion of building mortgage	49,304	-
Current portion of lease obligation	32,363	30,004
	5,407,784	6,350,022
LONG TERM DEBT		
Building mortgage	911,454	-
Lease obligation	102,724	135,087
	1,014,178	135,087
NET ASSETS		
Internally restricted net assets	30,000	120,000
Unrestricted net assets	2,096,744	1,875,547
	2,126,744	1,995,547
	\$ 8,548,706	\$ 8,480,656

APPROVED BY THE BOARD:

Director 

Director 

**Statement of Operations
Year ended December 31, 2010**

	2010	2009
REVENUE		
Registered and graduate nurses' fees	\$ 5,295,326	\$ 5,157,582
Registered nurses' and RN(NP)s' examination fees	249,453	432,666
Newsbulletin	22,784	21,208
Miscellaneous	17,523	17,718
Non-practicing fees	9,541	9,406
Conferences and workshops	60,984	45,781
Internationally Educated Nurses' grant	350,000	350,000
Nurse Manager/Collaborative Project grant	37,182	55,142
	6,042,793	6,089,503
EXPENSES		
Council	161,309	219,631
Executive Office	1,167,099	1,066,367
Regulatory Services	1,382,028	1,278,155
Nursing Practice	828,347	1,089,522
Communications and Corporate Services	2,008,268	1,940,743
Internationally Educated Nurses' grant	350,000	350,000
Nurse Manager/Collaborative Project	37,182	55,142
Loss on disposal of assets	4,380	46,673
	5,938,613	6,046,233
	104,180	43,270
INVESTMENT INCOME		
Interest	9,748	56,761
Market value adjustment	17,268	9,573
	27,016	66,334
EXCESS OF REVENUE OVER EXPENSES	\$ 131,196	\$ 109,604

Summarized Financial Statements

Copies of the full,
audited statements
are available at
www.srna.org



Committee Reports

Discipline Committee

One discipline hearing was held October 28-30 and November 27-28, 2010. The decision is pending.

Elizabeth Wilkie RN #32888

Regina, Saskatchewan

Elizabeth Wilkie was charged with professional incompetence contrary to sections 25 and 26(2)(l) and professional misconduct contrary to section 26, subsection 26(1), and subsection 26(2) (l) of *The Registered Nurses Act, 1988*.

Committee Resource Pool Members

Juliet Smith-Fehr, RN, Chair, Saskatoon

Sandra Blevins, RN, Saskatoon

Linda Brothwell, RN, Chair, 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

Frances Passmore, Public Representative, White City

Neal Sylvestre, RN, Maidstone

Stella Devenney, RN (NP), Regina

Lynda Kushnir Pekrul, RN, Regina

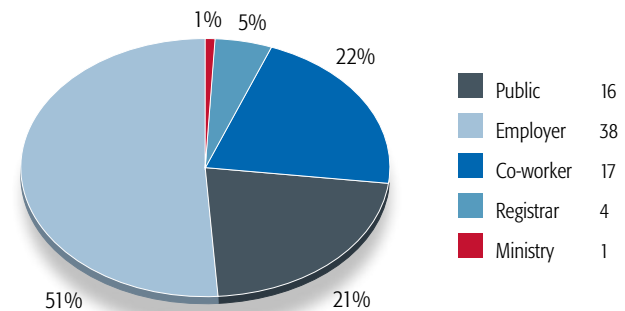
Investigation Committee

The Investigation Committee met for five one-day meetings, four two-day meetings and held two teleconferences throughout the year.



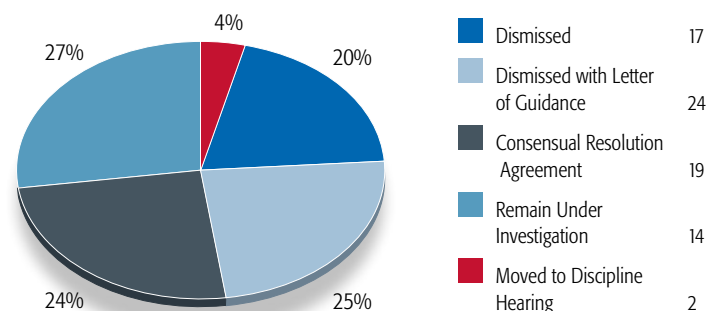
The Committee received 76 written reports concerning the professional conduct of registered members in the year 2010. Sixty-Six reports related to the practice of Registered Nurses and four related to the practice of Graduate Nurses. Six reports received related to the practice of Registered Nurse (Nurse Practitioners). The chart titled "Source of Reports Received in 2010" indicates the distribution of reporting sources.

Source of Reports Received in 2010

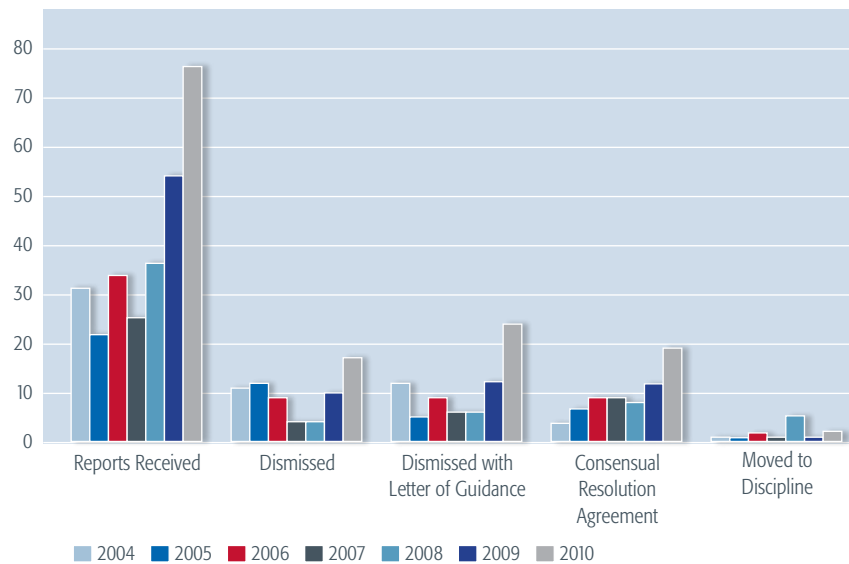


Of these 76 reports, 17 were dismissed, 24 were dismissed and issued a Letter of Guidance, 19 were moved to Consensual Resolution Agreements. Two reports were moved to a Discipline Hearing in 2010. Fourteen reports remained under Investigation into 2011.

Disposition of 76 Reports Received in 2010



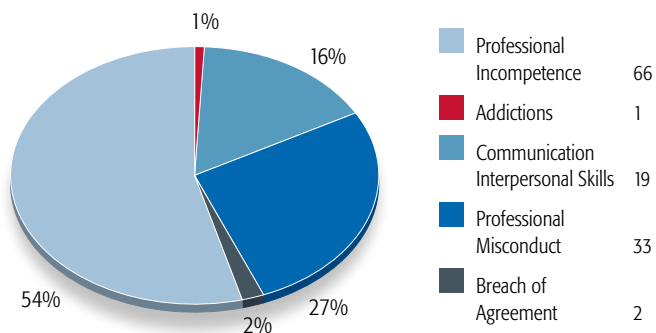
Disposition 2004 – 2010



Sixteen of the Consensual Resolution Agreements developed in 2010 were related to the development and monitoring of appropriate assessment, needs identification, outcome identification, planning and intervention skills; one to the treatment of an addiction to narcotics; six to poor interpersonal relationship skills; 16 to inappropriate documentation; one to theft from the facility; one to breach of confidentiality; one to not following policies and procedures of the employer; three to the member being unfit to practice; two to patient abandonment; two to practicing outside of scope and nine to medication administration practices. There are currently 28 Consensual Resolution Agreements being monitored. Six Consensual Resolution Agreements were completed in 2010.

Categories of Professional Competence alleged in the reports received in 2010 are noted in the chart below:

Nature of Reports Received in 2010



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 Staff Support
- Jeanine Brown, RN, Advisor, Regulatory Services, SRNA Staff Support

Fourteen cases carried over from 2009 were resolved. Of these two were dismissed, four were dismissed and issued a Letter of Guidance, eight were moved to the Consensual Resolution Agreement Process.



Trends in Allegations of Professional Incompetence and Professional Misconduct

	2004	2005	2006	2007	2008	2009	2010
PROFESSIONAL INCOMPETENCE:							
Lack of appropriate assessment, needs identification, outcome identification, planning and intervention skills	9	8	7	6	14	27	33
Inappropriate documentation	2	1	3	3	1	12	16
Inappropriate medication practices	8	2	6	6	2	7	16
Inappropriate administrative practices	-	-	1	1	2	6	1
Lack of patient teaching						3	-
PROFESSIONAL MISCONDUCT:							
Addiction to narcotics	3	3	7	1	5	3	1
Misappropriated drugs	1	2	6	-	2	7	-
Addiction to alcohol	1	1	-	1	-	1	-
Medical illness	-	1	-	-	-	2	-
Misappropriated clients personal property	1	1	-	-	-	-	-
Inappropriate interpersonal relationship skills	12	3	9	5	2	19	19
Harassment of co-workers	1	1	2	-	1	-	-
Client abuse	2	-	1	1	1	-	-
Client abandonment	3	3	1	-	-	1	1
Breach of Consensual Competence Resolution Agreement	-	-	2	4	3	4	-
Breach of confidentiality	3	4	2	1	3	3	3
Failure to follow doctors orders	-	-	1	1	-	-	-
Fraud	1	-	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	1	6	1
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	1	-	-	-	-	-	-
Inappropriate use of professional status for personal gain	1	-	-	-	1	-	-
Discrimination based on sexual orientation	1	-	-	-	-	-	-
Discrimination based on race	-	-	-	-	-	1	-
Discrimination based on disability	-	-	-	-	-	2	-
Falsified patient health record	-	-	-	-	-	3	-
Practicing outside of scope	-	-	-	-	-	6	12
Theft from facility	-	-	-	-	-	-	2
Member unfit to practice	-	-	-	-	-	-	4
Inappropriate leadership	-	-	-	-	-	-	3
Not licenced	-	-	-	-	-	-	1
Sexual harrassment	-	-	-	-	-	-	1
Improper delegation	-	-	-	-	-	-	2
Consent issues	-	-	-	-	-	-	2
Slander	-	-	-	-	-	-	1

Investigation and Discipline Statistics

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total number of new cases	16	18	22	31	22	34	25	36	54	76
Total number of cases investigated	46	27	27	31	27	36	32	44	66	90
Dismissed on investigation	16	5	4	11	12	9	4	5	14	19
Dismissed on investigation with a letter of guidance	5	3	7	12	5	9	6	9	14	28
Referred to mediation/consensual resolution agreement process and agreement signed by member	3	4	7	4	7	9	6	11	16	17
Referred to mediation/consensual resolution agreement process and agreement not yet signed by member									3	10
Referred to agreement revision							3	3	5	-
Referred to discipline	5	3	0	1	0	2	0	6	0	2
Discipline hearings held	4	3	1	2	0	2	0	3	1	1
Carried over year end - reports initiated and unresolved at year end	16	10	5	5	3	7	6	10	14	14
Consensual agreements (ongoing)	-	-	-	17	22	27	24	26	39	28
Consensual agreements (completed)	-	-	-	-	1	2	8	2	4	6

Legislation and Bylaws Committee

The Legislation and Bylaws Committee met once via teleconference in 2010.

The following activities were conducted at that meeting and via e-mail by the committee members:

- Review and approval of AS-8.3 – Bylaw Amendment Process by committee
- Work began on Bylaw Revisions for Council Terms of Office
- Consultation work completed re: Discipline of Former

Members as requested from the Ministry of Health

- Consultation work completed re: revisions to the Paramedics Act as requested from the Ministry of Health
- Consultation work completed re: *College of Pharmacists Act/Prescribing Authority* as requested from the Ministry of Health
- Consultation work completed re: *The Medical Professions Act, 1981* as requested from the Ministry of Health
- Bill 128, An Act to Amend Certain Statutes to Facilitate Labour Mobility (Re: The Agreement on Internal Trade) received Royal Assent on May 20, 2010. RN Act amended via insert (S.S. 1988-89, cR-12.2, section 19)

- Work began on the three-year Bylaw Revision Process to be completed for 2012 printing
- The Committee continues 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 Keith, RN(NP), Edenwold
Heather McAvoy, Public Representative, SRNA Council,
Prince Albert
Rhonda O'Hagan, RN, Advisor, Competence Assurance
Coordinator, SRNA Staff Support

Nominations Committee

The committee held five teleconference meetings from September 2010 to January 2011.

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 President-elect and Council Member-at-large for regions 1, 2, and 5 as well as one position on the Nominations Committee.

Calls for Nominations were included in the December e-news e-mail and in two issues of the SRNA Newsbulletin (Fall 2010 and Winter 2011). This year all forms were converted to an online format and posted on the SRNA website.

Nominations came forward resulting in candidates in all Regions this year.

The SRNA contracted Votenet Solutions to implement an online e-voting system in 2011. Their independent third-party technology audit ensures compliance with best practices for the security of network assets and their multi-layer perimeter protects the voting application, data, and results.

Committee Members:

Colleen R. Toye, RN, Chair, Saskatoon
Doug McPeck, Public Representative, Saskatoon
Gillian Oberndorfer, RN, Regina
Patti LeBlanc, RN, Regina
Shelley Svedahl, SRNA Staff Support

Nursing Education Program Approval Committee

The Nursing Education Program Approval Committee held eight meetings.

Committee activities for 2010 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 Primary Health Care RN(NP) Master of Nursing Program (University of Saskatchewan).
- Review of the annual update from the NEPS
- Review of the self-evaluation report from the Collaborative Bachelor of Science in Nursing (SCBScN) Program (U of R/SIAST).
- Review of the self-evaluation report from the U of S Bachelor of Science in Nursing (BSN) Program.
- Review of the Dissolution of NEPS report.
- Call for Assessment team candidates for the Primary Health Care RN(NP) Master of Nursing Program (University of Saskatchewan).

- Revision of the Nursing Education Program Approval Process Administrative Document for Approval of Nursing Education Programs for Registered Nurse (Nurse Practitioners).

Committee Members:

Louise Kowal, RN(NP), Arborfield (Chair)
 Rhonda Clarke, RN, Rose Valley
 Lynn Digney-Davis, RN(NP), Saskatchewan Health Representative, (resigned)
 Francis Loos, RN Saskatchewan Health Representative
 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 Support

Registration and Membership Committee

The Registration and Membership Committee held three meetings.

Committee activities for 2010:

- Selected the RN and RN(NP) continuing competence program auditors.
- Participated in a Good Character hearing to determine eligibility for registration renewal.
- Participated in a Good Character hearing to determine eligibility for initial licensure.
- Reviewed a member's request for recognition of RN(NP) volunteer hours as approved nursing practice.

Committee Members:

Correen Nagy-Malinowski, RN, Melville (Chair)
 Erin Haas, RN, Regina
 Connie Lee, RN(NP), Prince Albert

Margaret Olfert, RN, Regina
 Russ Marchuck, Public Representative
 Cheryl Hamilton, RN, Deputy Registrar, SRNA Staff Support
 Shirley McKay, RN, Registrar and Director of Regulatory Services, SRNA Staff Support

Membership Advisory Committee

The Membership Advisory Committee (MAC) met in March to choose the annual SRNA Member Recognition Awards and in September for the annual planning day. The committee made 24 appointments or recommendations of members and public representatives to SRNA, External and CNA Committees, and nominated several SRNA members and public representatives for external awards.

In the fall the MAC devolved its responsibility for awards selection to the newly formed Awards Committee. The MAC focuses on recommendations for: committee member appointments, and member and student engagement with SRNA.

Two members of MAC joined the Awards Committee with three newly appointed members. Three members remained with the MAC with a member and public representative appointed.

Committee Members:

Joanne Petersen, RN, Chair until September 1, Moose Jaw;
 September 1 appointed to Awards Committee
 Deanna Barlow, RN(NP) Chair of MAC beginning September 1, Regina
 Fred Bordas, RN, Regina, MAC
 Maitland Blackwell, Public Representative, Regina;
 September 1 appointed to Awards Committee
 Noelle Rohatinsky, RN, Saskatoon, MAC
 Linda McPhee, RN, Regina, MAC



George Thomas, Public Representative, Regina, MAC
Helen Donald, RN(NP), Big River, Awards Committee
Nathalie Senhouse, RN, Regina, Awards Committee
Nancy Dorion, RN, Meath Park, Awards Committee
Susan Smith Brazill, SRNA, Staff Support, Awards
Committee
Shelly Svedahl, SRNA, Staff Support, Awards Committee
Barb Fitz-Gerald, RN, SRNA, Staff Support, MAC

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.
- Held two meetings: April 29 and May 19.

Committee members:

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), First Nations & Inuit Health
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
Manual James, RN(NP), Northern Intertribal Health
Authority
Ray Joubert, Saskatchewan College of Pharmacists
Allan Higgs, Public Representative
Patrick Livingstone, RN, SRNA Staff Support
Linda Muzio, RN, SRNA, Staff Support

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 provides advice related to:

- RN(NP) draft national competencies.
- RN(NP) role and ability to refer to medical specialists in the province.

Committee members:

Barbara Puckett, RN(NP)
Allan Higgs, Public Representative
Lynnette Stamler, 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 Staff Support

Committee for Member Groups

In 2010, SRNA staff met with 10 Member Group representatives for the annual Committee for Member Groups meeting on March 23 in Saskatoon. The meeting was chaired by Sandra Rendell, RN, Saskatchewan Occupational Health Nurses Group.

- Groups provided an update on their educational and advocacy activities, and conveyed concerns including declining membership and challenges for members in rural and remote areas to participate in groups.
- Groups are utilizing telehealth and teleconference to meet with their members and would like to utilize technology such as web-based meetings.
- Educational opportunities are helping members meet their annual continuing competency requirements.

SRNA CHAPTERS

Amber Barrie, RN, Aylsham, Nipawin Chapter

Dale Ternes, RN, Kindersley, PrairieWest 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

Heather Kieth, RN(NP), La Ronge, Nurse Practitioners of Saskatchewan

Ethna Martin, RN, Saskatoon, Parish Nursing Professional Practice Group

Kathy Jellow, RN, Moose Jaw, 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

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

Donna Flahr, RN, Saskatoon, Wound & Skin Care Special Interest Group

Barb Fitz-Gerald, RN Nursing Advisor, Practice, SRNA Staff Support



External Committee Representatives

Gregory Riehl, RN, Regina, Saskatchewan Laboratory Results Repository Project Advisory Committee
Patrick Livingstone, RN, Norquay, RPNAS RPNP Council Committee
Anne Marie Greaves, RN, Regina, Safe Saskatchewan Committee
Theresa Belcourt, RN, Regina, Saskatchewan Nurses Foundation
Rhonda O'Hagan, RN, Saskatoon, Prescription Drug Monitoring Program Committee
Rhonda O'Hagan, RN, Saskatoon, Network of Inter-Professional Regulatory Organizations
Cheryl Hamilton, RN, Regina, Network of Inter-Professional Regulatory Organizations
Joyce Bruce, RN(NP), White City, CNPE Family/All Ages Exam Committee
Dorothy Lloyd, RN, Regina, NEPS Advisory Committee
Shirley McNeil, RN, Saskatoon, University of Regina Senate
Stacy Hunt, RN, Regina, Program Advisory Committee for Orientation to Nursing for IENs Committee
Heather Horner, RN, Meota, Saskatchewan Tobacco Coalition
Sharon Staseson, RN, Regina, Midwifery Transitional Council
Jennifer Guzak, RN, Saskatoon, Transfusion Manual Working Group
Gwendolynn Kessler, RN, Saskatoon, Saskatchewan Mental Health Coalition
Victoria Smart, RN, Dalmeny, Primary Care Nurse Practitioner Advisory Committee
Tania Kristoff, RN, Domremy, CRNE Competency Review Committee
Elizabeth Domm, RN, Regina, SIAST Nursing Re-entry Program Committee
Sarah Liberman, RN, Regina, SRNA-SASW Joint Coalition

Barbara Hale, RN, Regina, Northern Nurse Education Joint Planning Committee
Melanie Woods, RN, Saskatoon, Continuing Care Assistant Program Advisory Committee
Karen Eisler, RN, Regina, Provincial Nursing Council
Karen Eisler, RN, Regina, Saskatchewan Surgical Initiative
Erika Vogel, RN, Regina, Critical Incident Reference Group
Donna Brunskill, RN, Pense, CNPS Board
Colleen McNichol, RN, NP), Nokomis, Transfusion Manual Working Group
Suzanne Downie, RN, Moose Jaw, Ministry of Health E-Health Council
Cheryl Besse, RN, Saskatoon, Saskatchewan Prevention Institute Board of Directors
Janlyn Frick-Rozdilsky, RN, Saskatoon, CNPS Adjudication Committee
Erin Fillion, RN, Radville, Maternal Mental Health Working Group
Fay Puckett, RN, Clavet, University of Saskatchewan Senate
Manual James, RN(NP), Prince Albert, CNPE Competency Committee
Barb Fitz-Gerald, RN, Regina, Health Quality Council, Quality Improvement Network
Joyce Kellen, RN, Yorkton, University of Saskatchewan Graduate Studies Committee
Nola Sperle, RN, Unity, CNPS Adjudication Committee
Renetta Loewen, RN, Saskatoon, Registered Nurse Exam Committee
Shannon Chernoff, RN, Saskatoon, SIAST PeriOperative Nursing Program Committee

SRNA Council



The SRNA Council at the 2010 Meeting and Retreat

(Left to Right) Sandra Weseen, RN; Robin Evans, RN; Noreen Reed, RN; David Kline, RN; Karen Eisler, RN; Kandice Hennenfent, RN; Heather McAvoy, (Public Representative); Janice Giroux, RN; Mark Tarry, RN(NP); Sadie (Edith) Gross, RN(NP); Karen Gibbons, (Public Representative).

2010 Awards

SRNA Memorial Book

Lee (nee Blackshaw) Anderson, RN was inducted into the SRNA Memorial Book.

Jean Wilson Award for Employer of the Year

This award commemorates Jean Wilson who was superintendent of nurses at Moose Jaw Hospital. She was the first secretary of the SRNA and served as executive secretary of the Canadian Nurses Association.

Congratulations to Theresa Russell, RN, unit manager in the Cardiac Care Unit (CCU) at the Regina General Hospital.



Ruth Hicks Millennium Award for Student Leadership

This award is given to a nursing student who has made significant contribution and demonstrated leadership as a student leader.

Congratulations to Jemma Gregory, fourth year Nursing Education Program of Saskatchewan (NEPS) student.



Elizabeth Van Valkenburg Award for Leadership in Nursing Education

This award recognizes the work of Elizabeth Van Valkenburg who in 1907 organized the school of nursing in the Regina General Hospital.

Congratulations to Shirley Kerr, RN. Although Shirley retired from full-time teaching in 2005 she continues to provide the SIAST Nursing Division, Kelsey Campus with the benefit of her expertise and experience by teaching on a part-time and casual basis.



SRNA Mentorship Award

This award is presented to an SRNA practicing member who exhibits exceptional mentoring abilities in any of the domains of nursing: clinical, education, research, administration and policy.

Congratulations to Barbara Beaurivage, RN(NP), member of the Regina Qu'appelle Health

Region's child abuse team and the only Pediatric SANE (Sexual Assault Nurse Examiner) in the region. Barbara is also a full-time family nurse practitioner for the RQHR at the Four Directions Health Centre in North Central Regina.



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. In 2010 a review of the program was completed. Several recommendations to the program will be implemented in the future.

The following Workplace Representatives have agreed to share their name and place of work.

Karen Abrey, RN, Long Lake Valley Integrated Facility,
Imperial

Michelle Aldag, RN, Prairie Pioneers Lodge, Swift Current

Brenda Anderson, RN, Public Health Office, Heartland
Health Region, Biggar

Daphne Andreas, RN, Cypress Regional Hospital, Swift
Current

Maureen Ballan, RN, Maidstone Health Complex,
Maidstone

Debra A Bathgate, RN(NP), Borden Health Centre, Borden

Joanne Blazieko, RN, Community Health Services - Five
Hills RHA, Moose Jaw

Rena Kim, RN, Four Directions Community Health Centre,
Regina

Valerie Bradfield, RN, Prince Albert Grand Council, Prince
Albert

Jo-Anne Braithwaite, RN, Saskatchewan Government
Insurance, Regina

Linda D Brothwell, RN, Nipawin Hospital, Nipawin

Wanda Buckberger, RN, St. Anthony's Hospital, Esterhazy

Faith Case, RN, Providence Place, Moose Jaw

Laurel Charles, RN, Deer View Lodge, Wawota

Janice Cochrane, RN, Health Canada – FNIH, Prince Albert

Lois Coffey, RN(NP), St. Joseph's Hospital of Estevan,
Estevan

Marga Cugnet, RN, Sun Country RHA, Weyburn

Celine Czernick, RN, Health Canada, Regina

Nada DeMong, RN, Royal University Hospital, Saskatoon

Gina Deringer, RN, Five Hills RHA

Beverly Desautels, RN, Cumberland House Health Centre,
Cumberland House

Beverley A Dougan, RN, Prince Albert Parkland RHA

Janette Eglund, RN, Shaunavon Hospital & Care Centre,
Shaunavon

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

Debora Grywachski, RN, Sunrise Public Health, Norquay

Jennifer D Guzak, RN, Royal University Hospital, Saskatoon

Barbara Hale, RN, Pasqua Hospital, Regina

Cynthia Hanson, RN, Providence Place for Holistic Health,
Moose Jaw

Judy Hertlein, RN, Langenburg Health Care Complex,
Langenburg

Brenda Jackson, RN, St. Pauls Hospital, Saskatoon

Carolyn J Koop, RN, Heartland RHA

Bonnie L Letwinetz, RN, Lady Minto Health Care Centre,
Edam

Patricia MacLean, RN, Saskatoon RHA

Laura Matz, RN, Govt. of Sask., Regina

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

Amanda Morrissette, RN, Wadena Hospital, Wadena

Germann Muravchik, RN, Grenfell Pioneer Home, Grenfell

Workplace Representatives



Workplace
Representatives

Correen Nagy-Malinoski, RN, St. Paul Lutheran Home,
Melville
Roberta Neudorf, RN, Warman Mennonite Special Care
Home, Warman
Deanna Nimegeers, RN, Radville Marian Health Centre,
Radville
Alison Noble, RN, Saskatoon Correctional Center, Saskatoon
Patricia 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, Prince Albert
Tammy Parlee, RN, Newmarket Manor & Sasko Park Lodge,
Tisdale
Joanne M Petersen, RN, Moose Jaw Union Hospital, Moose
Jaw
Pammla M Petrucka, RN, University of Saskatchewan
Flora Restau, RN, Wawota Memorial Health Centre, Wawota
Greg Riehl, RN, Nursing Division SIAST Wascana Campus,
Regina
Rosanne N Robin, RN, Nipawin Hospital, Nipawin
Gloria D Sayer, RN, St. Paul's Hospital, Saskatoon
Celine Stolz, RN, Home Care, Moosomin
Linda Suchorab, RN, Victoria Hospital, Prince Albert
Allison D Toffan, RN, Regina General Hospital, Regina
Krista L Tourigny, RN, Cypress RHA
Colleen Toye, RN, Prairie North Health Region, North
Battleford
Carol L Unchulenko, RN, St. Anthony's Hospital, Esterhazy
Ann Marie Urban, RN, SIAST, Regina
Louise A Verklan, RN, Kelsey Trail RHA
Tarah Wandler, RN, RPC, Saskatoon
Hazel Werle, RN, Langenburg Health Care Complex,
Langenburg

Cheryl L Whitehead, RN, Extendicare Moose Jaw
Louise M Wilk, RN, Canadian Blood Services, Regina
Nicole Woodrow, RN, St. Pauls Hospital, Saskatoon
Melanie A Woods, RN, Saskatoon Convalescent Home,
Saskatoon
Rosalia M Zitta, RN, Regina General Hospital, Regina



Executive Office

Executive Office

Karen Eisler, RN, Executive Director
Dianna Pedersen, Executive Assistant, Governance
Sarah Liberman, RN, Nursing Advisor, Policy

Communications & Corporate Services

Susan Smith Brazill, Director, Communications & Corporate Services
Shelley Svedahl, Manager, Communications & Government Relations
Trevor Black, Manager, Finance & Technology
Cheryl Weselak, Coordinator, Human Relations & Systems
Tony Giruzzi, Coordinator, Network Support
Maureen Belanger, Executive Assistant, Communications & Corporate Services (Retired January 2010)
Janet Kenyon, Senior Assistant, Building & Payables (Retired December 2010)
Susan Greenman, Senior Assistant, Communications & Corporate Services
Maria Victoria Kos, Senior Assistant, Finance & Receivables
Genie Mintram, Senior Assistant, Records & Privacy
Marilyn Wallace, Senior Assistant, Corporate Service
Emery Wolfe, Senior Assistant, Building and Payables

Regulatory Services

Shirley McKay, RN, Director, Regulatory Services/Registrar
Bev Veresh, Executive Assistant, Regulatory Services/Registrar (Retired June 2010)
Brenda Hahn, Senior Assistant, Regulatory Services
Karen Rhodes, Senior Assistant, Regulatory Services
Dawn Aschenbrener, Senior Assistant, Regulatory Services

Elladee Muir, Senior Assistant, Regulatory Services
(December 2010)

Deb Walker, Senior Assistant, Regulatory Services
Anita Nivala, Senior Assistant, Regulatory Services
Cheryl Hamilton, RN, Deputy Registrar
Karen Turner, RN, Nursing Advisor, Regulatory Services
Jeanine Brown, RN, Advisor, Regulatory Services
Rhonda O'Hagan, RN, Advisor, Competence Assurance
Marilyn Morrison, Senior Assistant, Competence Assurance
Adeline Michayluk, Senior Assistant, Regulatory Services
Nikita Schmidt, Assistant, Regulatory Services
Kristal Olson, Assistant, Regulatory Services
Candice Sandeski, Assistant, Regulatory Services
Jason Hall, Assistant, Regulatory Services (August 2010)
Terri Belcourt, Nursing Advisor, Regulatory Services

Nursing Practice

Suzanne Downie, RN, Director, Nursing Practice
Debbie Cummings, Senior Assistant, Nursing Practice
Beverly Balaski, RN, Nursing Advisor, Nursing Practice (August 2010)
Linda Banerjee, RN, Nursing Advisor, Nursing Practice
Linda Muzio, RN, Nursing Advisor, Nursing Practice
Patrick Livingstone, RN, Nursing Advisor, Nursing Practice
Erika Vogel, RN, Nursing Advisor, Nursing Practice
Barbara Fitz-Gerald, RN, Nursing Advisor, Member Relations
Greg Riehl, RN, Nursing Advisor, Nursing Practice (July – August 2010)

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