



EMPLOYER NEWSBULLETIN

Vol. 2 No. 1

COMPETENT, CARING NURSING FOR THE PEOPLE OF SASKATCHEWAN

March 2007

SASKATCHEWAN REGISTERED NURSES' ASSOCIATION
CELEBRATING 90 YEARS

WORK AND HEALTH OF NURSES SURVEY

"The National Survey of the Work and Health of Nurses" released by Statistics Canada in December 2006, indicates that over-time, injury and having to work more than one job are having a detrimental impact on Saskatchewan's nurses. This first ever survey examined links between a nurse's work environment and their health. More than anywhere else in Canada, Saskatchewan nurses said that they had delivered fair to poor care due to their workload. They were also more likely to:

- report an on-the-job injury (11%)
- be physically assaulted by a patient (32%), and
- experience high job strain (37%).

Seven in ten Saskatchewan nurses (71%) had taken time off work because of a health problem in the last 12 months – the highest rate in Canada. Having more than one job was more common in Saskatchewan than anywhere else in Canada.

RN PROFESSIONAL DEVELOPMENT A WIN-WIN FOR EVERYONE

Today's health care climate with new and emerging technology, increased client care acuity, limited financial resources and a shortage of health care professionals means that employees need to stay abreast of change so that they can respond with best practice initiatives to meet the needs of the health system and its users. Professional development initiatives help organizations build a culture of learning and knowledge and provides employees with the confidence to move forward. Employers can support professional development by promoting a learning environment, providing onsite lunch and learn education sessions, releasing time and financial support to attend workshops and conferences, computer access at breaks or down time on shifts, front line nurse participation on client care committees and so on. The research is clear – lifelong learning increases morale, improves recruitment and retention, reduces costs and provides benefits to the health system, in addition to increased dedication and loyalty to employers and most importantly improved quality care to the client.

INSIDE:

**RN & RN(NP) Hourly
Bylaw Audit Program**
Page 2

**Graduate Nurse(GN)
Licences**
Page 2

**'Outs and Abouts'
April 16–20, 2007**
Page 3

**Continuing
Competence Program
Mandatory**
Page 3

**Think you know
nursing? Take a closer
look.**
Page 4

**Complaints Handling
Process/Regulatory
Services Brochures
Available**
Page 4

HOURLY BYLAW AUDIT PROGRAM

To maintain eligibility for registration as a practising member, a RN must work 1125 hours in the five year period immediately preceding the registration year for which registration is sought. A RN(NP) must work 1800 hours of which 600 must be in direct clinical practice in the three year period immediately preceding the registration year for which registration is sought. Members are selected at random to participate in the Audit Program. The member is provided with a form to sign and forward to their human resource/payroll department authorizing them to complete that form and forward it to the SRNA.

For further information on the RN Audit Program contact Deb Walker at 1-800-667-9945 (Ext. 227) • 359-4227 (Regina) and for RN(NP)s Bev Veresh at 1-800-667-9945 (Ext. 246) • 359-4246 (Regina).

GRADUATE NURSE (GN) LICENCES

A GN licence is a temporary, four month licence with two possible four month extensions, available until the GN has passed the Canadian Registered Nurse Examination (CRNE). It is the responsibility of the GN and the employer to be aware of the expiry date of the GN licence.

Increased likelihood for the need for an extension:

- The CRNE now takes 6-9 weeks to mark. For this reason it will take a longer period of time before GNs can become licenced as RNs.

To extend the GN licence, SRNA requires a written request from the GN and the fee:

- 1st Extension: Letter directly from the employer to the SRNA confirming the GN's employment will be extended and that he/she is practising at a safe and competent level for a GN.
- 2nd Extension: Reference questionnaire completed by the employer and returned directly to the SRNA.

To verify a GN's registration contact 359-4227 or 1-800-667-9945 (Ext.227) with the GN's registration number or date of birth and social insurance number.

Practising membership must be maintained in order to count RN hours.

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

"No person shall knowingly employ or continue to employ a person who is not a registered nurse or a graduate nurse to perform the practice of registered nursing" Section 43(1) of *The Registered Nurses Act, 1988.*

SRNA 2007 Annual Meeting and Education Day

IT'S ALL ABOUT BEST PRACTICE

Marlboro Inn, Prince Albert – May 2 & 3, 2007

For more information contact • 1-800-667-9945, Ext. 228

• 359-4228 (Regina) • Email: colson@srna.org

The Registered Nurses Act, 1988, Section 43:

“(2) Every employer shall annually review the registration status under this Act of all nurses employed by the employer.

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

SRNA 2007 ‘OUTS AND ABOUTS’ APRIL 16–20, 2007

Once again, it’s time for the SRNA nursing staff to travel throughout the province to meet members and discuss issues of importance to nursing. We’ve set aside April 16-20, 2007. Check the website (www.srna.org) for dates and locations.

Take this opportunity to give the SRNA input on key strategies regarding the nursing shortage, patient safety, nurse practitioners, complaints resolution, continuing competence and member linkages. We will provide an update on what’s happening in nursing in Saskatchewan and nationally.

We would be pleased to meet with RNs at their convenience over lunch or coffee at their workplace, day or evening. To arrange a meeting, please contact Debbie Cummings: Phone: • 1-800-667-9945 (Ext. 237) • 359-4237 (Regina) • Email: dcummings@srna.org

CONTINUING COMPETENCE PROGRAM MANDATORY

Effective December 1, 2006, the Continuing Competence Program is mandatory. Every year the RNs and RN(NP)s will be required to:

- Complete a personal assessment of his/her nursing practice
- Obtain feedback on the personal assessment
- Develop and implement a written learning plan based on his/her personal assessment and feedback, and
- Complete a written evaluation of the impact that the learning plan has had on his/her nursing practice.

The SRNA encourages RNs and RN(NP)s to access the resources that have been developed to facilitate their ability to work through the Continuing Competence Program. Resources include:

- Workshops being offered throughout the province
- A continuing competence tutorial available on the SRNA web site
- The CNA portal: NurseONE (www.NurseONE.ca), and
- The continuing competence FAQs.

Employers are encouraged to support their staff in their professional development activities associated with continuing competence.

EXAMINATION DATES Canadian Registered Nurse Examination (CRNE)

- June 6, 2007
- October 10, 2007

Canadian Nurse Practitioner Examination (CNPE)

- May 23, 2007
- October 24, 2007

Go to – www.srna.org
for information on:

- Continuing Competence for RNs and RN(NP)s
- Complaints Handling Process
- SRNA Standards (new)
- SRNA Bylaws
- SRNA Fee Schedule
- Initial & Renewal RN & RN(NP) registration process
- Registering Internationally Educated Nurses (IEN) - look under registration, licensure, link to out-of-country graduates

Reminder to validate current licensure:

- Verify licensure of all RNs who are coming back to work from maternity leave, disability leave, LOAs, etc.
- GN licences expire after a 4 month period.

MARK YOUR CALENDARS • EVENT NOT TO BE MISSED

2007 Interdisciplinary Conference

“Collaborative Care Models to Advance Patient Safety”

Saskatchewan Registered Nurses’ Association (SRNA), Saskatchewan College of Pharmacists (SCP), College of Physicians and Surgeons of Saskatchewan (COPSS)
TCU Place, Saskatoon, SK, September 14 & 15 2007 • Details in the next SRNA Newsbulletin

THINK YOU KNOW NURSING? TAKE A CLOSER LOOK.

National Nursing Week will be held in Canada May 7 - 13, 2007. The theme for this year's National Nursing Week is "Think you know nursing? Take a closer look." The purpose of the week is to increase awareness among the public, policy-makers and governments of the contributions of nursing to the well being of Canadians. It is an opportunity to educate Canadians about health issues, to provide information they need to make decisions about their health and to promote the role of the nurse. For further information on SRNA Nursing Week activities, contact Deanna Makarchuk: Phone: 1-800-667-9945 (Ext. 234) • 359-4234 (Regina) • Email: dmakarchuk@srna.org • Fax 306-359-0183.

ENSURING COMPETENT, ETHICAL PRACTICE - THE NEW 2007 STANDARDS AND FOUNDATION COMPETENCIES

All practicing RN members have received their copy of the new *Standards for the Practice of Registered Nurses Effective March 1, 2007*. The development of this new document, is one way in which the SRNA fulfills its mandate of ensuring that RNs in Saskatchewan are safe, competent and ethical practitioners.

In order to reflect new directions and developments in health care, society and nursing, new competencies have been added that specifically address patient safety, infection control, emergency preparedness and information technology.

The standards and foundation competencies serve as the criteria against which all RNs, graduate nurses and RN(NP)s, practicing in all domains of nursing practice (direct care, education, administration, research) are held accountable.

In addition, RN(NP)s must meet the current SRNA RN(NP) standards and core competencies. The document also provides the basis for the mandatory Continuing Competence program for RNs and RN(NP)s.

COMPLAINTS HANDLING PROCESS

As a self-regulating profession, the SRNA must ensure that how we handle complaints is transparent and accessible to all members, to employers of the members, as well as to the public that they serve. To meet these requirements the SRNA has developed four brochures outlining the complaints processes used and providing information about how to access and use these processes:

1. *The Complaints Handling Process*
2. *Guidelines for Submitting a Complaint: Employer/Coworker*
3. *Guidelines for Submitting a Complaint: Public*
4. *Responding to a Complaint Submitted About My Nursing Practice*

These brochures are posted on the SRNA website and are also available in print form from the SRNA office. To access any of these brochures please go to www.srna.org, Professional Conduct section. If you have any questions or require further information, please contact the Competence Assurance Coordinator, Regulatory Services at (306) 359-4240 or 1-800-667-9945 (Ext. 240).

www.NurseONE.ca

RNs can access quality up-to-date health-care information electronically to deliver effective evidence-based nursing care. For more information contact Della Stumborg, RN, Nursing Practice Advisor 1-800-667-9945 Ext. 237 • 359-4237 (Regina) • Email dstumborg@srna.org



Employer Newsbulletin

Published twice yearly
in March and
September.

Bruce Dawson
Managing Editor
bdawson@srna.org

Donna Brunskill, RN
Executive Director

Fay Puckett, RN
President

SRNA
2066 Retallack St
Regina SK S4T 7X5
(306) 359-4200
1-800-667-9945
info@srna.org
www.srna.org