



EMPLOYER NEWSBULLETIN

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COMPETENT, CARING NURSING FOR THE PEOPLE OF SASKATCHEWAN

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"WE HEAR YOU" ONLINE LICENCING COMING IN 2009 & 2010

In the near future, the SRNA will have a new, online licencing database. This will include an online renewal option and will streamline RN licence renewal.

"We are in the process of implementing our new Minasu database system which was selected

after a rigorous evaluation process," said project coordinator Trevor Black, SRNA Manager of Finance and Technology. "Our goal is to pilot our new system for the 2009 registration process (occurring in fall 2008), and go live across Saskatchewan for the 2010 registration." Please check the SRNA Newsbulletin for project updates.

REGISTRATION RENEWAL

- The deadline to submit renewal forms and fees to the SRNA is **November 1, 2007**.
- Renewal forms and fees must be sent in batches of 300 or less to avoid delays in processing.
- Fees for renewals for the 2008 registration year must be on separate cheques from 2007 renewals, and separate from any initial RN registrations or workshop fees.
- To register RNs with 2008 practising licensure in Alberta, Nova Scotia or PEI, a copy of the 2008 licence must be attached to the renewal form in order to receive the reduced fee of \$432.48.



Reviewing the 2008 RN Registration Renewal Form: Della Stumborg, RN and SRNA Nursing Practice Advisor (left), reviews the form with Registration Assistant Adeline Michayluk.

For further Information on employer remitted fees or payroll deduction plan, call 1-800-667-9945, (ext. 227) or 359-4227.

90 YEARS OF SRNA LEADERSHIP

- Founded in 1917
- The professional regulatory body for RNs in Saskatchewan
- Setting standards for nursing in the province
- The SRNA speaks out on health care issues when in the public interest
- The SRNA is celebrating 90 years of service to the people of Saskatchewan and to professional nursing
- There are over 9,000 members in the SRNA

DISABILITY LEAVE & MAINTAINING RN ELIGIBILITY

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

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

If you know RNs who are on disability leave, please have them contact 1-800-667-9945 (ext. 223) or 359-4223.

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.

To renew the GN licence, SRNA requires:

- A written request from the GN with the fee.
- 1st Extension: a 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: the Reference Questionnaire completed by the employer and returned directly to the SRNA.

Notification to Nurse Managers of GN Expiry Date

GNs are given a note attached to their licence stating:
Expiry date: _____ Please notify Nurse Manager.
Managers, please ensure you receive this notification.

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

REFUND OF RN FEES

If a RN has not practised on his/her licence, please contact 1-800-667-9945 (ext. 227) or 359-4227 **prior to November 30** for information about a possible refund.

Practising Membership Must Be Maintained
Practising membership must be maintained by RNs in order to count RN hours.

To Verify a Graduate Nurse's Registration

To verify a GN's registration, contact 1-800-667-9945 (ext. 227) or 359-4227. You will need the GN's registration number or his/her date of birth and social insurance number.

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

Annual Review of RN Status by Employer

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

VERIFICATION OF RN & RN(NP) REGISTRATION

We encourage you to verify RN registration prior to November 15 in order to ensure all RN registrations are renewed before November 30, 2007.

Verification of RN Registration – Paid by Employer

Include your fax number when you send the forms. A list of verifications of licensure for the 2008 membership year will be faxed to you for each batch of fees submitted.

Verification of RN Registration – Paid by RN

Send SRNA a list of RN names and registration numbers along with your fax number. SRNA will fax you verification of licensure for the 2008 membership year.

Verification of less than five RNs

You may call 1-800-667-9945 (ext. 227) or 359-4227 with RN names and registration numbers.

SRNA Registration Fax: (306) 359-0257

PROPOSED CHANGES FOR CONTROLLED DRUGS AND SUBSTANCES ACT (CDSA)

Three new classes of health care professionals may be added to the list of professionals who are authorized to prescribe a set of controlled drugs and substances. These professional classes are midwives, nurse practitioners, and doctors of podiatric medicine.

New Classes of Practitioners Regulations were pre-published for a 60 day comment period in the *Canada Gazette*, Part I, on June 30, 2007.

Under these proposed regulation changes, these three classes of health care professionals would be allowed to prescribe controlled drugs and substances from a pre-established list. The proposed regulations are being seen by many jurisdictions as an exciting step forward.

The SRNA has consulted with stakeholders throughout the summer in order to provide a reasoned response to Health Canada on these proposed regulation changes.

2007 INTERDISCIPLINARY CONFERENCE

“COLLABORATIVE CARE MODELS TO ADVANCE PATIENT SAFETY”

Sept. 14 & 15, 2007 • TCU Place, Saskatoon

- Keynote: Ryan Sidorchuk, “Creating a Nation of Collaboration”
- Keynote: Michael Decter, “Interdisciplinary Collaboration and Best Practice Health Care”

Hosted by

- Saskatchewan Registered Nurses’ Association (SRNA)
- Saskatchewan College of Pharmacists (SCP)
- College of Physicians and Surgeons of Saskatchewan (CPSS)

For more information contact

Cheryl Olson at colson@srna.org; (306) 359-4228; Toll free: 1-800-667-9945 (ext. 228.)

90 YEARS OF SRNA LEADERSHIP

- RNs are critical to safe, quality care
- Saskatchewan has a shortage of RNs
- Make sure you validate the RN licence each year, and prior to employment

ARE YOUR RNS MAINTAINING COMPETENCE IN FETAL HEALTH SURVEILLANCE?

The Fetal Health Surveillance (FHS) Workshop is a nationally recognized course designed to provide evidence-based knowledge of fundamental concepts of FHS, including intermittent auscultation and electronic fetal monitoring. The course consists of a pre-reading manual and a one-day workshop that helps apply the concepts through case studies. This course is intended for nurses, physicians and registered midwives. Testing is required before participants receive a certificate of completion.

Please contact Roxanne Laforge, Perinatal Education Program at (306) 966-7792 or Sharon Huber, Perinatal Outreach Education at (306) 766-4432 for information on future courses (www.usask.ca/nursing/cne/perinatal).

MAINTAINING STANDARDS WITH CONSENSUAL COMPLAINT RESOLUTION AGREEMENTS

As the regulatory body for RNs in the province, one of the responsibilities of the SRNA is to investigate complaints about RNs. The results of an investigation are presented to the SRNA investigation committee.

If an investigation reveals that the complaints about a RN's professional competence or conduct are valid, the investigation committee may request that that RN enter into a Consensual Complaint Resolution Agreement with the SRNA.

Within each new Consensual Agreement, the investigation committee identifies the competencies of concern and outlines the undertakings that the Nurse must complete to maintain his/her licence to practice. The undertakings vary depending upon the situation and may include education, clinical supervision, treatment programs, etc. The RN may request changes in the proposed Agreement. Both sides must agree on the details if there is to be a Consensual Agreement. In the absence of agreement, the investigation committee will refer its findings to the SRNA discipline committee.

During the time that the RN is involved in a Consensual Agreement, his/her licence is marked "with conditions." This is also noted on the Register and disclosed to all Canadian nursing jurisdictions. The nurse's present and prospective employer(s) are sent a copy of the Consensual Agreement.

For further information about complaints, investigations and Consensual Agreements contact:

Rhonda O'Hagan, RN, Competence Assurance Coordinator (306) 359-4240 or 1-800-667-9945 (ext. 240). Or visit our Website: www.srna.org, Professional Conduct Section.

IMPORTANT REMINDER TO ALL EMPLOYERS OF REGISTERED NURSES

"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."

The Registered Nurses Act, 1988, Section 43(3)

Globalization

Its impact on nursing & health systems

Oct. 30 & 31, 2007
Regina Inn

Space is limited to 25 participants

Contact
colson@srna.org
for more information.

EXAMINATION DATES

Canadian Registered Nurse Examination (CRNE):

- October 10, 2007 June 4, 2008
- February 6, 2008 October 8, 2008.

Canadian Nurse Practitioner Examination (CNPE):

- October 24, 2007.

ORIENTATION TO NURSING IN CANADA FOR INTERNATIONALLY EDUCATED NURSES (IENS)

SIAST has an applied certificate program designed to assist IENs make the transition to nursing in Canada.

For more information, contact the SIAST Nursing Division at (306) 798-8026, toll free: 1-866-goSIAST, or visit their website at www.goSIAST.com.

An excellent source of information about internationally educated health-care workers is the website of the Foreign Credentials Referral Office of the federal government: www.credentials.gc.ca.

CONTINUING COMPETENCE PROGRAM

Participation in the Continuing Competence program is now **mandatory** for RNs, RN(NP)s, and GNs. The employer also has a responsibility to support their employees in continually developing their knowledge and skills. This can be achieved by:

- Asking staff about their learning needs and learning activities that could enhance their practice;
- Providing or facilitating educational opportunities;
- Accessing the online tutorial for the Continuing Competence program on the SRNA website. Visit our website at www.srna.org. for information on scheduled Continuing Competence workshops.

GUIDELINES TO INFORM THE USE OF SENIOR ASSISTANT ROLES

A recently developed document may assist health care supervisors and managers: "Guidelines to Inform the Use of Senior Assistant Roles within the Health Care Sector."

These "Guidelines" provide guidance in the development of position descriptions for senior assistants. They were developed by representatives from the RHAs, SAHO, NEPS faculty, NEPS students, Sask Health, and the SRNA.

These "Guidelines" are available on the SRNA website at: http://www.srna.org/nurse_resources/practice_resources.php.

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

If you are planning to recruit/hire a RN from outside North America, please contact the SRNA to enable a positive outcome.

There has been a significant reduction in the cost of the Internationally Educated Nurses Program at SIAST.

The Continuing Competence program is now **mandatory** for all RNs and RN(NP)s.

Non-compliance with the Continuing Competence program will delay licensure.

Visit the SRNA Website

– www.srna.org for more information about:

- Continuing Competence Program
- Chapters
- Professional Practice Groups
- Workplace Representatives
- Conferences



The SRNA Employer Newsbulletin

is published in the spring and fall.

Your feedback is welcome.

Contact:
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SRNA FEE SCHEDULE 2008

RN Licences Expire November 30, 2008

	Full Fees Dec. 1/2007 to Nov. 30/2008	Pro-rated fees for June 1/2008 and Sept. 1/2008 will be sent at a later date
Practising or Initial	460 + 27.60 GST = 487.60	
*Practising with CNA Reduction (particularly Alberta Border Employees)	460 - 52 = 408 + 24.48 GST = 432.48	Copy of 2008 RN Practising Licence must accompany form in order to be eligible for the CNA fee reduction.
Non-Practising to Practising	460 - 35 = 425 + 25.50 GST = 450.50	
*Non-Practising to Practising with CNA Reduction (particularly Alberta Border Employees)	460 - 35 - 52 = 373 + 22.38 GST = 395.38	Copy of 2008 RN Practising Licence must accompany form in order to be eligible for the CNA fee reduction.
2008 Sask Exam Students – Same Year	243.80	
Exam Students – Other Year, and IENs	487.60	
Temporary Graduate Nurse (GN) Licence	153.35 + 9.20 GST = 162.55	4-month licence with two possible extensions of 4-months each (Maximum GN Licence for 12-months)
Non-Practising Membership	37.10	

** Prior to December 1, 2007, CNA reduction pertains to RNs who hold 2008 practising licensure in Alberta, Nova Scotia or Prince Edward Island.*

EMPLOYER PAYMENT OF 2008 FEES

SRNA requires that the original form and fee be submitted together. Copied or faxed forms will not be accepted. If the RN is concerned about the confidentiality of information on the form, he/she may place it in a sealed envelope with the RN's name and RN# on the outside and submit it to the employer for payment. **Sealed envelopes are not to be opened by the employer.**

Thank you for your cooperation during the registration renewal process.

In order to be licenced RNs must complete the Continuing Competence requirements by Nov. 30, 2007

Visit the SRNA website at
www.srna.org