

May 12 – 18, 2009 is
 National Nursing
 Week

The theme is
 “Nursing – You
 Can’t Live
 Without It!”

Show your
 appreciation of the
 importance and
 impact that RN(NP)s
 have on the lives of
 the people of
 Saskatchewan.
 Thank an RN today
 for the work they do.

PROUD TO WEAR OUR PIN

As the professional regulatory body for the province’s 9,120 RNs and RN(NP)s, we are proud of our ninety-two year relationship with the people of Saskatchewan. This loyal and vibrant connection to Saskatchewan citizens ensures the care provided by RNs is safe, competent and knowledge-based. The public wants to know and better understand the role of the RN in today’s health care system. Under the *Standards and Foundation Competencies for the Practice of Registered Nurses (2007)* and *RN(NP) Standards & Core Competencies (2003)*, RNs and RN(NP)s are required to identify themselves to clients by stating their full name and RN or RN(NP) designation.

In April 2009, SRNA will launch a revised SRNA pin. Help RNs and RN(NP)s fulfill their obligation to their profession by encouraging them to wear their SRNA pin along side their nametag.



ON-LINE REGISTRATION

It’s just one more step on our path to go green and it’s only a click away!

www.srna.org

SRNA’s new on-line registration service provides members a quick, easy and yes, green method to renew their membership and update personal information. This does mean changes to the payment process for employer-paid registration fees. The response has been overwhelming.

We thank you for your continued support and patience as we continue to improve our on-line processes. If you have suggestions on how we can better achieve that, please contact me at • Ph: 1-800-667-9945 (Ext. 226)

• 359-4226 (Regina) • Email: tblack@srna.org.

Trevor Black, Database Project Manager

INSIDE:

Did you know?

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 Audit Program

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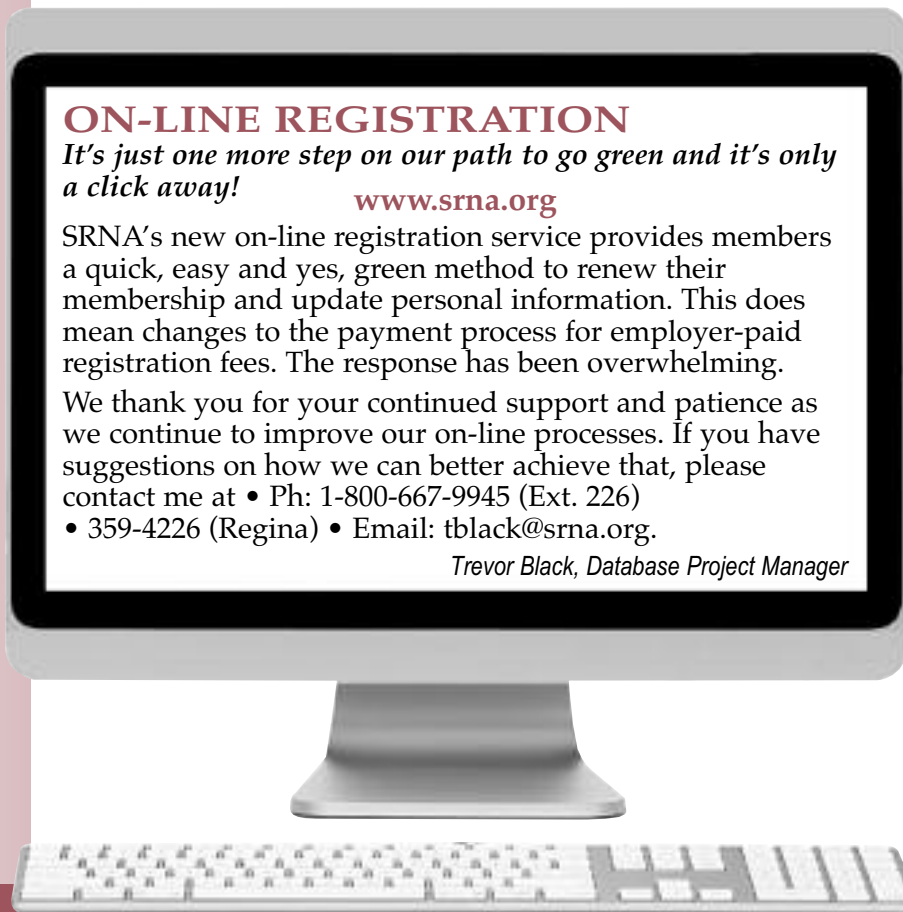
Continuing Competence
 Program

Are You Ready for the
 3rd Annual
 Interdisciplinary
 Conference?

Vision 2009

Professional Development

Support your RNs
 to become involved
 in their professional
 association: have
 them complete an
 interest sheet at
www.srna.org



PROFESSIONAL SELF REGULATION

The purpose of SRNA is to protect the public by ensuring RNs and RN(NP)s are safe, competent, ethical practitioners. SRNA fulfills its mandate by:

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

Have you checked to ensure your RNs are currently licenced?

DID YOU KNOW?

1. SRNA randomly audits members to ensure they have maintained the required practise hours.
2. Your role as an employer is to;
 - a. Verify RNs and RN(NP)s are currently licenced to practice.
 - b. Notify the SRNA if an employee is terminated.
3. SRNA randomly audits members to ensure they are in compliance with continuing competence requirements.

Practicing membership must be maintained in order to count RN and RN(NP) hours.

RN & RN(NP) HOURLY BYLAW AUDIT PROGRAM

To maintain eligibility for registration as a practicing member, RNs must work 1125 hours in the five-year period immediately preceding the registration year for which registration is sought. RN(NP)s must work 1800 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.
- Each year SRNA audits practicing RNs and RN(NP)s .
- The member is provided with a form to sign and forward to their human resource / payroll department authorizing them to complete the form and forward it to SRNA.
- Your cooperation in completing the form and returning it to SRNA is appreciated.

For further information:

RN Audit Program Contact: Deb Walker • Ph: 1-800-667-9945 (Ext. 227) • 359-4227 (Regina) • Email: dwalker@srna.org

RN(NP) Audit Program Contact: Janet Shafer • Ph: 1-800-667-9945 (Ext. 246) • 359-4246 • Email: jshafer@srna.org

RN(NP) GRADUATE LICENCE

As directed by the membership at the Annual Meeting in May 2008, SRNA is currently developing a new bylaw that would allow for a graduate nurse licence for the RN(NP). Consultation with stakeholders and RN(NP) members is ongoing. The proposed bylaw will be presented to members at the Annual Meeting in May 2009.

THE REGISTERED NURSES ACT, 1988, Section 43

“(1) 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.

“(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.”

**Recruiting
Internationally
Educated Nurses?
Visit www.srna.org
under
Internationally
Educated Nurses.**

GRADUATE NURSE LICENCE

A graduate nurse (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 extend the GN licence, SRNA requires:

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

To verify a GN's registration contact Deb Walker: Ph: 1-800-667-9945 (Ext. 220) or 359-4200 (Regina) with the GN's registration number or his/her name and date of birth.

EXAMINATION DATES

Canadian Registered Nurse Examination (CRNE)

- June 3, 2009 • October 7, 2009

Canadian Nurse Practitioner Examination (CNPE)

- May 13, 2009 • October 21, 2009

RN(NP) SPECIALTIES

In 2004 RN(NP)s were initially licensed in Saskatchewan. At that time they could be licensed under one of two specialties: primary care or neonatal. Since that time, the RN(NP) role in Saskatchewan has evolved into many areas. The RN(NP) is recognized as not only valuable, but also essential within the current health care organization/structure.

In order to appropriately fulfill its regulatory mandate, SRNA must also evolve in the registration and licensure of RN(NP)s. All jurisdictions have been and continue to be in discussions relative to the scope and practice of RN(NP)s nationally. At the national level, two additional specialties of RN(NP) practice have emerged - adult and pediatric. In keeping with this national trend, SRNA is developing a framework for the licensure of these two specialties in addition to the existing specialties. This framework will facilitate the timely licensure of RN(NP)s migrating to Saskatchewan with a subspecialty not currently recognized within SRNA policy. Work is ongoing and includes consultation with various stakeholders.

CONTINUING COMPETENCE PROGRAM

The 2009 Continuing Competence Program (CCP) documents will be available only on the SRNA website www.srna.org unless a member specifically requests a paper copy. As this program is mandatory for all RNs, RN(NP)s, and GNs, the employer has a responsibility to support their employees in continually developing their knowledge and skills. This can be achieved by:

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

SRNA "Outs & Abouts"

SRNA nursing staff will be travelling throughout the province the week of May 26 – 29, 2009 to meet with members and discuss important issues relevant to nursing and health care. Please support your RNs and RN(NP)s: book or attend a meeting. We will come to your workplace over lunch, during coffee, in the daytime or evening. To arrange a meeting please contact: Debbie Cummings • Ph: 1-800-667- 9945 ext 237 • Email: dcummings@srna.org



Employer Newsbulletin

Published twice yearly
in March and
September.

**Donna Brunskill, RN,
Executive Director**

**Colleen Toye, RN,
President**

Your feedback is
welcome. Contact:
Shelley Svedahl
ssvedahl@srna.org

ANNUAL MEETING & CONFERENCE

May 6-7, 2009 • Western Development Museum, North Battleford

Ideas,
Best Practice,
Collaboration

Vision 2009

The SRNA believes employers play a major role in supporting RNs to attend their professional association's annual meeting and conference, especially in this challenging time.

Support your RNs by encouraging them to attend this year's event: May 6 and 7, 2009 at the Western Development Museum in North Battleford.

We invite your support and participation.

The Annual Meeting will take place on May 6, followed by a celebration of RN achievements with the Awards Banquet.



The conference day, May 7, 2009 provides an opportunity to learn about bringing ideas, best practices and collaboration to practice. It's also a time to relax, rejuvenate and have some fun. Speakers at this year's conference are guaranteed to capture your attention and motivate you. We'll hear from Don Bell, Founder and Former Executive Vice-President of WestJet. What does it take to be a true visionary and leader? Come and find out why he's the "Culture Guru."

More information is available on our website: www.srna.org



SASKATCHEWAN
COLLEGE OF
PHARMACISTS



Are You Ready for the 3rd Annual Interdisciplinary Conference?

Last year's 2008 Annual Interdisciplinary Conference left its mark. While the conference sessions highlighted the importance of engaging community and citizens as part of interdisciplinary teams, they also set a new precedent for collaborative thinking between health disciplines. Filled with six concurrent sessions, three keynote speakers and one exciting town hall on citizen engagement, the unparalleled success has the host committee motivated to create a 2009 Conference worthy of its competition.

Be sure to mark **September 18 and 19** off in your 2009 calendars, as the 3rd Annual Interdisciplinary Conference – **InterD3, Your Health Journey** – promises to fill TCU Place, in Saskatoon, with more thought-provoking stimulus and ideas than ever.

Hint: *this year might even bridge the interdisciplinary gaps through technology to maintain a patient-centered focus.*

The three host organizations: the College of Physicians and Surgeons of Saskatchewan, the Saskatchewan College of Pharmacists and the Saskatchewan Registered Nurses' Association are gearing up with new developments and ideas that are taking formation right now. Keep your eyes and ears open as full details will be released in the next couple of months. Who knows . . . information might pop up where you least expect it.