

# EMPLOYER NEWSBULLETIN

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**Come visit us  
at our new building!**

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## **RNs and RN(NP)s ON DISABILITY LEAVE**

RNs and RN(NP)s must have 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 (306-359-4200).

## **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 make sure the extension is in place before the expiry date of the GN licence.

To extend the GN licence, SRNA requires a signed and dated letter from the GN, including address and phone number, with the fee. In addition, the following are required:

- 1st Extension: Letter directly from the employer to the SRNA, signed and on letterhead, confirming the GN's employment will be extended and that he/she is practising at a safe and competent level. This letter must be dated no sooner than 2 weeks before the GN expiry date.
- 2nd Extension: Signed and dated letter from the GN, including address and phone number, with the fee and, reference questionnaire completed by the employer and returned directly to the SRNA, dated no sooner than two weeks before the GN expiry date. The GN must declare that they have participated and complied with the Continuing Competence Program and completed a self assessment, developed a learning plan and received peer feedback.

All documentation can be faxed to 1-306-359-0257 followed by the original in the mail. Even though a GN has passed the CRNE, they are not eligible to work as a RN until they have obtained RN licensure.

## **NURSE PRACTITIONER SPECIALTY EXAMS – ADULT/ PEDIATRIC**

We have recently recognized Adult and Pediatric as specialties in the nurse practitioner category. The American Nurses Credentialing Centre (ANCC) Nurse Practitioner Examinations, Adult and Pediatric, are now available in Saskatchewan.

### **EXAMINATION DATES**

Canadian Registered Nurse Examination (CRNE)

- June 2, 2010
- October 6, 2010

Canadian Nurse Practitioner Examination (CNPE)

- May 12, 2010
- October 20, 2010

ANCC Nurse Practitioner Exam

- May 27 – June 15, 2010
- October 12 – Nov. 10, 2010

## **THE ROLE OF THE SRNA**

The purpose of the SRNA is to protect the public by ensuring registered nurses are safe, competent, ethical practitioners. The 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 complaints 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 practising licence
- Provide practice advisement to RNs and RN(NP)s
- Establishing registration and licensure requirements

### **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.

## **RN & RN(NP) HOURLY BY-LAW AUDIT PROGRAM**

To maintain eligibility for registration as a practising member, RNs must work 1125 hours in a 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.

**Have you checked to ensure your RNs are currently licenced? Go to online verification at [www.srna.org](http://www.srna.org)**

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

## CONTINUING COMPETENCE PROGRAM

The 2010 Continuing Competence Program (CCP) documents will be available only at [www.srna.org](http://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 web site.

**Recruiting  
Internationally  
Educated Nurses?  
Visit  
[www.srna.org](http://www.srna.org) under  
Internationally  
Educated Nurses.**

## 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 terminated the employment of a nurse on the grounds of alleged 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.”

## NEW MEMBERSHIP CATEGORIES

In response to a resolution passed at the 2008 SRNA annual meeting, a bylaw was drafted and approved by both the membership and government in the fall of 2009 to allow for a new membership category – Registered Nurse (Graduate Nurse Practitioner) [RN(GNP)]. The RN(GNP) licence is valid for eight months with one extension. Graduate nurse practitioners can work in a variety of settings, including primary care and acute care. In areas where RN(GNP) is

employed, a RN(NP) registered with the SRNA or a physician in good standing with the College of Physicians and Surgeons of Saskatchewan must be at work and available to direct the work actions or performance of the RN(GNP) in a collaborative practice. In addition, the RN(GNP) will be required to have all prescriptions, diagnostic tests, and referrals co-signed by the supervising RN(NP) or physician. The RN(GNP) will also be required to consult with the supervising RN(NP) or physician prior to making any diagnosis or treatment regime.

A Retired Nurse membership category is available to SRNA members. Members who have retired from the practice of registered nursing and who are in good standing with the SRNA are eligible to apply.

### SRNA Bylaws updated effective August 2009 now available online!

The SRNA Bylaws have been updated to reflect the latest bylaw changes, effective August 2009. You can access the new Bylaws online.

Members wishing to obtain a hard copy are asked to please contact the SRNA office at [info@srna.org](mailto:info@srna.org) or by calling 1-800-667-9945, or 306-359-4200.

## E-Register

*The Registered Nurses Act (1988)* mandates that SRNA have a Register open to the public, containing information required under The Act and the Bylaws. Historically the Register has been housed at the SRNA office.

The purpose of the e-Register is two-fold:

- The public can use the e-Register to identify that a person providing nursing care in Saskatchewan is a GN, RN, RN(GNP), or RN(NP) registered in good standing with the SRNA.
- The online e-Register can also be used by employers to confirm ongoing registration of employees.

License information available on the e-Register includes: member's first and last name; registration number; category of membership; effective and expiry dates of the licence; and an asterisk (\*) if there are any conditions or restrictions placed on the licence.

Historical information will not be a part of the e-Register at this time. Additional information required by *The Registered Nurses Act (1988)* will not be available online at this time. Personal information, such as home or employment addresses, will continue to be maintained in the official Register at the SRNA office.

**To access the  
e-Register go to  
[www.srna.org](http://www.srna.org)  
or for more  
information contact  
the SRNA in Regina  
at 359-4200  
or toll free in  
Saskatchewan at  
1-800-667-9945.**

**Advancing RN Practice - Where to from here?**  
**EVRAZ PLACE, Regina • May 4, 5 and 6, 2010**  
*Register online at [www.srna.org](http://www.srna.org)*

### **Support your RNs to attend the SRNA Annual Meeting and Conference**

Join your SRNA colleagues for an invigorating three days of information, inspiration and fellowship at the Annual Meeting and Conference. We have a number of excellent sessions and fantastic guest speakers, along with a complete package of conference information and fun!