



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

# EMPLOYER NEWSBULLETIN

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**For further information on  
employer-remitted fees or the  
payroll deduction plan, call  
1-800-667-9945 Ext. 218  
(359-4218)**

**SRNA  
2066 Retallack Street  
Regina, SK S4T 7X5  
Phone: 1-306-359-4200  
Fax: 1-306-359-0257  
Toll Free:  
1-800-667-9945  
www.srna.org  
info@srna.org**

## **REGISTRATION RENEWAL**

RNs may apply for registration renewal online or mail their form to SRNA. We will email a spreadsheet to RN employers to confirm who they are paying for. Employers are responsible to send SRNA a cheque for the appropriate amount.

**Deadline for RNs to apply:** October 13, 2010 for online paper forms.

**Deadline for employers to pay fees:** November 16, 2010.  
SRNA cannot issue RN licences until the payment has been processed.

## **ONLINE VERIFICATION**

*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 Online Verification is two-fold:

- The public can use the Online Verification 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 Verification can also be used by employers to confirm ongoing registration of employees.

License information available on the Online Verification 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 and 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 Online Verification  
go to [www.srna.org](http://www.srna.org), or contact the SRNA  
in Regina at 359-4200 or toll free in Saskatchewan at  
1-800-667-9945.**

**RNs ON DISABILITY LEAVE**

RNs 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
- Participating on health boards

If you know RNs who are on disability leave, please have them contact 1-800-667-9945 or locally 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.

- Please refer to the website [www.srna.org](http://www.srna.org) for instructions as to how to apply for a grad nurse extension.

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.

**EXAMINATION DATES**

Canadian Registered Nurse Examination (CRNE)

- October 6, 2010
- February 2, 2011
- June 1, 2011
- October 5, 2011

Canadian Nurse Practitioner Examination (CNPE)

- October 20, 2010

ANCC Nurse Practitioner Examination

May 11, 2011 and October 19, 2011

- Information available upon request.

**Compliance with the Continuing Competence Program is mandatory.**

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



***Please note the Conference originally scheduled for November 26 & 27, 2010 has been rescheduled for March 11 & 12, 2011. More details will be posted on the SRNA website in the upcoming months.***

**SRNA Fee Schedule – 2011**

Fees Include GST

	100%	60%	40%
RN Licences expire November 30, 2011			
	Dec 1 - May 31	June 1 - Aug 31	Sept 1 - Nov 30
<b>Practising or Initial</b>	<b>535.50</b>	<b>321.30</b>	<b>214.20</b>
<b>*Practising with CNA Deduction</b>	<b>477.80</b>	<b>263.60</b>	<b>156.50</b>
<b>Non-Practising to Practising</b>	<b>498.75</b>	<b>284.55</b>	<b>177.45</b>
<b>*Non-Practising to Practising with CAN Deduction</b>	<b>441.05</b>	<b>226.85</b>	<b>119.75</b>
2011 Canadian Graduates	<b>267.75</b>	<b>267.75</b>	<b>214.20</b>
Temporary Grad Nurse licence - 4 Months-with 2 possible extensions of 4 months each-total of 12 months			<b>178.50</b>
Non-Practising Membership			<b>36.75</b>
Retired Membership-one time fee			<b>52.50</b>
CNA deduction refers to RNs who have paid for 2011 RN licensure with a jurisdiction who is affiliated with CAN			
<b>For 2011 RN Renewals:</b>			
*Prior to December 1, 2010, RNs who hold a 2011 practising RN licence with another Canadian jurisdiction <b>must send a copy</b> of their 2011 RN licence to SRNA before payment can be processed with the CNA deduction. If not received member does not qualify for CNA deduction.			
After December 1, 2010, RNs who hold a 2011 practicing RN licence in another Canadian jurisdiction must have a verification of current most recent licensure sent to the SRNA before they may qualify for the CNA deduction.			

**“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)**

**Upcoming Events**

**September 23, 2010**

“Embracing Cultural Diversity in Health Care: Developing Cultural Competence” E-learning event. Broadcast on LIVE Network. For more information: <http://www.usask.ca/nursing/cne/elearning/index.php>

**September 29, 2010**

- SRNA Regional Workshop, Yorkton
- SRNA Public Forum, Yorkton

Check [www.srna.org](http://www.srna.org) for details.

**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 RNs or RN(NP)s.
- Ensuring RNs and RN(NP)s 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 RNs and RN(NP)s who maintain a practicing licence.
- Provide practice advisement to RNs and RN(NP)s.
- Establishing registration and licensure requirements.

**CHANGES TO *The Registered Nurses Act, 1988***

This is to advise that Bill 128, *An Act to Amend Certain Statutes to Facilitate Labour Mobility* (Re: The Agreement on Internal Trade) <http://www.qp.gov.sk.ca/documents/english/FirstRead/2009/Bill-128.pdf> received Royal Assent on May 20, 2010 and is in effect immediately.

Page 13  
 S.S. 1988-89, c.R-12.2, section 19 amended  
 32 Section 19 of *The Registered Nurses Act, 1988* is amended:  
 (a) by repealing subclause (1)(a)(ii) and substituting the following:  
 “(ii) is registered as the equivalent of a registered nurse in good standing pursuant to the legislation of another jurisdiction in Canada, or the legislation of a jurisdiction outside of Canada that is recognized by the council”; and  
 (b) by repealing subsections (2) and (3).

**INTERNATIONALLY-EDUCATED NURSES (IEN) UPDATE**

Since September 2009, SRNA Nursing Advisors have given four presentations on the professional accountability and responsibility of graduate nurses and RNs to 50 IENS arriving in our province. These three-hour presentations include the following: an overview of the SRNA, including its vision, mission and self-regulatory mandate of public protection; *The Registered Nurses Act, 1988* and the authority RNs derive from it; the CNA Code of Ethics; the scope of practice of RNs and graduate nurses and how these relate to other members of the nursing team; and the assignment and delegation of client care. Presentations are evaluated by participants and adapted according to the feedback provided.

Twenty-eight IENs were sponsored to attend the 2010 SRNA Annual Meeting and Conference May 4-6, 2010, in Regina.

Two IENs were sponsored to attend the CNA biennium June 7-9, 2010 in Halifax, Nova Scotia.

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

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

## **NATIONAL PROFESSIONAL REGULATORY STANDARDS PROJECT**

Executive Directors of the regulatory nursing jurisdictions across Canada created a national working group in January 2008 to develop National Professional Regulatory Standards for application to all RNs, in all practice areas, settings and roles. This project has evolved through a two-phase process including creation of a framework for development of national standards, and drafting core content standards through a multi-jurisdictional feedback process. The SRNA is actively participating in this project and has conducted focus groups with internal (RN members) and external stakeholders (Saskatchewan regulatory organizations, government, employers, and specialty groups) over the last two years.

The SRNA is currently collating feedback from Saskatchewan stakeholders for review and revision of the current draft national standards. Twenty-six illustrative statements are organized across five core standards that include: Professional Responsibility & Accountability, Knowledge-based Practice, Ethical Practice, Service to the Public, and Self Regulation. The aim is to facilitate consistency in quality nursing practice across Canada by articulating required behaviour of all RNs, and to:

- Provide direction to the RN about required behaviour and performance
- Inform RNs about their accountabilities
- Assist RNs with reflective practice
- Guide and support quality practice

The SRNA is committed to supporting nursing practice for all RNs in Saskatchewan. Additional information will be provided as the SRNA and Canadian nursing jurisdictions finalize core standards and illustrative statements for application to RN practice.

## **CONTINUING COMPETENCE PROGRAM**

The 2010 Continuing Competence Program (CCP) documents will be available online at [www.srna.org](http://www.srna.org). This program is mandatory for all RNs, RN(NP)s and GNs, employers have a responsibility to support their employees to continually develop 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 CCP on the SRNA website.

### **SRNA Annual Meeting and Conference**

**Informed and Inspired  
Evidence-Informed Nursing for Quality Care  
Radisson Hotel, Saskatoon - May 3, 4 & 5**

## TECHNOLOGY BENEFITS PATIENTS AND RNs

Technological advances in health care and medicine have been the catalyst to many changes within the Registered Nursing (RN) profession. Technology combined with evidence-based nursing practice can have a positive influence on patient care outcomes, continuing competence and smarter decision making by RNs (CNA, n.d.). Access to electronic health records, telehealth, databases and medical journals, e-mail, personal digital assistants (PDAs), and the internet are ways to achieve this. The SRNA advocates that these resources are made readily available to assist and inform the daily work performed by RNs.

Ways for employers to support RNs with the use of technology are to:

- recognize technology as a necessary tool for professional RN practice
- support the involvement of RNs in the acquisition of technology
- encourage the adoption of technology that supports RN practice

Canadian Nurses Association (CNA), (n.d.). *Better health care better patient outcomes: The promise of e-nursing*. Retrieved July 19, 2010 from: [www.cnaaiic.ca/CNA/documents](http://www.cnaaiic.ca/CNA/documents)

## NP COMPETENCY FRAMEWORK UPDATED

The core competency framework for Registered Nurse (Nurse Practitioners) RN(NP)s has been revised to update the core entry level competencies to ensure that NP practice addresses the current health care needs of the population and the realities of the Canadian health care system. *The Canadian Nurse Practitioner Core Competency Framework* describes the knowledge, skill, judgment and professional attributes NPs need to practice safely and ethically, regardless of practice sector, clinical focus or client population.

A national committee made up of NPs and representatives of provincial and territorial regulatory organizations oversaw the revision initiated by the executive directors of the provincial regulatory bodies for nurses last year. The national committee included a representative from the SRNA and a RN(NP) from Saskatchewan. There was also a focus group held for Saskatchewan RN(NP)s to compare the draft document with the working blueprint for the next national NP exams.

To guide the revision, the committee oversaw surveys, focus groups and analysis of the information. Surveys sent to all Saskatchewan RN(NP)s had a very good representation of the members from our jurisdiction.

The SRNA uses these core competencies to support regulatory activities that ensure safe, competent care for the public, such as approving programs and exams, and developing practice standards and quality assurance tools. The document has been sent to stakeholders in the province

SRNA council will review the framework and once approved will be ready for implementation, by January 1, 2011.

Canadian Nurse Practitioner Core Competency Framework  
[http://www.cna-aiic.ca/CNA/documents/pdf/publications/Competency\\_Framework\\_2010\\_e.pdf](http://www.cna-aiic.ca/CNA/documents/pdf/publications/Competency_Framework_2010_e.pdf)

## 2010 ANNUAL MEETING RESOLUTIONS

Two resolutions were brought forward.

### The first resolution:

BE IT RESOLVED, that the term of office for elected SRNA council for the seven Members-at-Large be changed from two years to three years for a maximum of two consecutive terms commencing with the council elections in 2011, was passed by membership.

### The second resolution:

BE IT RESOLVED, that the Saskatchewan Registered Nurses' Association contribute two percent (2%) from every registration fee collected annually, to the Saskatchewan Nurses Foundation (SNF) was defeated.