



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

EMPLOYER NEWSBULLETIN

**Vol. 6, No. 1
March 2011**

**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**

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 in 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 Ext. 228 (359-4228).

GRADUATE NURSE (GN) LICENCES

The GN licence is a temporary, four-month licence with two possible four-month extensions. You must be scheduled to write the CRNE in order to be eligible for a GN licence or extension. If you will not be working in Saskatchewan before you pass the CRNE, you do not need to apply for a GN licence. The forms to apply for a GN Licence is available on our website at www.srna.org, click on the Registration tab, select Registration/Licensure from the drop down menu, then select Sask Graduates GN Licence.

It is your responsibility to confirm that your GN Licence has been issued before you begin work. You and your nurse manager or employer may confirm your GN registration using our Online Verification Service, select the name and date of birth option. Practising without a licence is in violation of The Registered Nurses Act, 1988 and you would have no liability coverage through CNPS. SRNA will mail a licence and official receipt to you after the licence issue date. GNs and RNs are required to participate in the Continuing Competence Program, which is available online.

Once you have passed the CRNE, the GN licence or an extension is no longer available. It is your responsibility to ensure that the requirements for RN registration are received at the SRNA in time to be processed before your current Graduate Nurse Licence expires. If your GN Licence expires before you are registered as a RN in Saskatchewan, it is your responsibility to notify your employer that you will not be able to work until you have obtained your Saskatchewan RN licence.

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.

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 1, 2011
- October 5, 2011

Canadian Nurse Practitioner Examination (CNPE)

- May 11, 2011
- October 19, 2011

ANCC Nurse Practitioner Examination

- May 26 – June 14, 2011
- October 11 – November 10, 2011

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 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 practising licence.
- Providing practice advisement to RNs and RN(NP)s.
- Establishing registration and licensure requirements.

DID YOU KNOW?

SRNA randomly audits members to ensure they have maintained the required practise hours.

Your role as an employer is to:

- Verify RNs and RN(NP)s are currently licenced to practice.
- Notify the SRNA if an employee is terminated due to incompetence and/or misconduct.
- SRNA randomly audits members to ensure they are in compliance with continuing competence requirements.

Have you checked to ensure your RNs are currently licenced by using the Online Verification Service (www.srna.org)?

RN & RN(NP) HOURLY BYLAW AUDIT PROGRAM

To maintain eligibility for registration as a practicing 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 hours of which 600 hours 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.

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

CONTINUING COMPETENCE PROGRAM

The 2011 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.

***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.**

**REGISTERED NURSE
(GRADUATE NURSE PRACTITIONER CATEGORY)**

The GNP licence is valid for eight months with one possible extension. You must be scheduled to write the CNPE/ANCC exam in order to be eligible for a RN(GNP) licence. 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.

SRNA Registered Nurse (Nurse Practitioner) RN(NP) Standards & Core Competencies

In November 2010, SRNA Council approved the new SRNA Registered Nurse (Nurse Practitioner) RN(NP) Standards & Core Competencies. These are a derivative of the Canadian Nurses Association Advanced nursing practice: A national framework of 2008. The new Standards & Core Competencies were effective January 1, 2011. All RN(NP) in the province were made aware of the change.

The Companion document to the Standards & Core Competencies is the Clinical Expectations for RN(NP)s. Clinical Expectations have been developed to add further clarity to the RN(NP) role. These must be used in conjunction with the RN(NP) Standards and Core Competencies document and are not intended to stand alone. The present Clinical Expectations document was effective October 2003. A new Clinical Expectations document is expected to be complete in 2011. The information is available on the SRNA web site www.srna.org. Or, call toll-free in Saskatchewan at 1-800-667-9945.

SUPPORT YOUR RNs TO PARTICIPATE IN THEIR PROFESSIONAL ASSOCIATION

Committee Representative

The SRNA has a number of committees where member involvement is required. These include: Discipline Pool, Investigations, Legislation and Bylaws, Continuing Competency Audit Pool, Membership Advisory, Awards, Registration and Membership, RN(NP) Advisory, and Advanced Practice Advisory. There are also opportunities for members to represent the SRNA on external committees such as government, community organizations and educational institutions, and to participate on SRNA Ad Hoc committees or focus groups.

Three Types of Member Groups

- Professional Practice Groups are open to members interested in advancing a specialized area of nursing practice and often have members who practice in the same area of nursing such as operating room or emergency nursing.
- Special Interest Groups are open to members interested in advancing an aspect of nursing and often have members from a variety of practice areas such as pain management or wound care.
- Chapters are open to members from a variety of practice areas and often focus on several areas or aspects of nursing practice.

Member Groups promote professional growth and development through continuing education on best practices, standards of practice, and emerging issues; networking and socialization with peers; optimize the RN role in an area of practice; and improving care delivery. A list of member groups affiliated with the SRNA can be found at www.srna.org under the Connections link. The SRNA provides staff support and a number of grants and

resources for members wishing to form a new group.

Workplace Representative (WPR) Program

Workplace representatives are members who volunteer to be champions for good registered nursing practice in their workplaces. The main role of the WPR is to be a communication link between the SRNA and members on their work units. This includes communication for the SRNA to hear from members about nursing and health care issues, and for members to keep informed about the SRNA, nursing, health care and other issues that are within the Association's mandate. The SRNA's goal is to have a WPR in each facility or work unit that employs RNs and RN(NP)s.

To express an interest in any of the above activities visit www.srna.org and sign into the Membership Profile link and look for the tab called Interests, then check off what you want to do and we will contact you, or contact Barb at bfitz-gerald@srna.org for more information.

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. For example, personal information, such as home or employment addresses, will continue to be maintained in the official Register at the SRNA office. To see the e-Register go online at www.srna.org or to find out more information contact the SRNA in Regina at 359-4200 or toll

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

SRNA ANNUAL MEETING AND CONFERENCE

Be Inspired

Evidence-informed Nursing for Quality Care

RADISSON HOTEL, SASKATOON, MAY 3, 4 & 5, 2011

MAY 3, 2011 - Creating a Culture of Excellence – SRNA Member Groups

Learn how SRNA Member Groups (Workplace Representatives, Professional Practice Groups and Special Interest Groups) are creating a culture of excellence in their workplaces. Any interested SRNA member and nursing students are welcome to attend the presentation on May 3 at the Radisson Hotel, Saskatoon.
See the SRNA web site for more information.

MAY 4, 2011 - Annual Meeting Day

Join us in Saskatoon for our Annual Meeting. SRNA members and the public are invited to attend the annual meeting in the afternoon. Join us in the morning for a series of interactive sessions, information and dialogue about where we've been as your professional regulatory organization and where we're going.

This is your opportunity to participate in the business of the SRNA.

In the evening, our banquet and awards recognition night is a tradition not to be missed.

MAY 5, 2011 - Conference Day

The event provides an opportunity for nurses to take time to rejuvenate and have fun, network with colleagues from across the province and learn about a broad range of evidence-informed nursing practice applications. A series of concurrent sessions will round out the day.

WATCH THE SRNA WEB SITE FOR UPDATES!

WWW.SRNA.ORG

Taking the next step in our professional development: The SRNA Continuous Quality Registered Nursing Practice Program

SRNA members and several healthcare partners are developing a framework for assessing the ongoing continuing competency for the practice of registered nursing in Saskatchewan by using a group peer review method. The name of this program is the Continuous Quality Registered Nursing Practice Program.

The definition of peer review adopted by this program is taken from the American Nurses Association, which states it as: “an organized effort whereby practicing professionals review the quality and appropriateness of services ordered or performed by their professional peers” (Briggs et al, 2005, p.4).

The Continuous Quality Registered Nursing Practice Program is a pro-active method for assuring the public that RNs and RN(NP)s are maintaining their professional standards and competencies. This method capitalizes on the collective knowledge, skills and abilities of RNs and RN(NP)s. As a group, RNs or RN(NP)s will assess their practice, and then utilize evidence-based indicators to identify if the practice standards are being met or could be improved. Following feedback from peers, the group will be encouraged to enhance the standards of their nursing practice through education.

Group Peer Review is not a job performance tool to be utilized by an organization to assess an individual nurse's practice. It should also be noted that this program will not replace the individual Continuing Competency Program that each RN and RN(NP) must complete annually, as per SRNA Bylaws. Currently, the SRNA has no plans to move Group Peer Review into the regulatory or competence assurance areas of the organization. This method, however, may augment the current continuing competency program by assisting an RN or RN(NP) to clarify their learning needs when they assess their annual standards and competencies.

Right now the program is in the development stage. There will be a pilot project for Group Peer Review with RN(NP)s that will initially focus on NPs as many are performing formal or informal group peer review practices on a routine basis. These Group Peer Review activities include case review on care conditions, documentation review, and peer feedback regarding practice improvement. The aim is to launch the pilot project this fall. The committee expects that information obtained from the pilot project will be applied to other areas of nursing practice in the future, i.e., clinical areas such as the operating room, administration, education and others.

Steering Committee

The program includes a steering committee whose role is to provide advice, set direction, monitor progress, evaluate results, and provide recommendations to the working group. The working group is tasked with planning, implementing and reviewing the RN(NP) Pilot Project, and communicating and collaborating with the steering committee. The SRNA will keep members updated as the program evolves. For additional information contact Susan Bazylewski, RN at bazylewski@sasktel.net or Barb Fitzgerald, RN at bfitz-gerald@srna.org.

References

Briggs, LA., Heath, J., Kelly, J. (2005). Peer Review for Advanced Practice Nurses: what does it really mean? AACN Clinical Issues, 16:(1), p. 3-15 r.