safe, compassionate, competent and ethical care
health and well-being
informed decision-making
dignity
privacy & confidentiality
justice
accountable

Code of Ethics for Registered Nurses (CNA, 2008)
The SRNA is the professional self-regulatory body for the province's approximately 9,300 registered nurses including over 100 nurse practitioners. The Registered Nurses Act (1988) describes the SRNA's mandate in setting standards of education and practice for the profession and registering nurses to ensure competent, caring knowledge-based care for the people of Saskatchewan. The SRNA is responsible for ensuring continuing competence, professional conduct, standards of practice, a code of ethics and the approval of nursing education programs. The SRNA is committed to speaking out on healthcare issues that are in the public interest.
# Table of Contents

- Message from the Minister of Health .......................................................... 3
- ICN President’s Message ............................................................................. 4
- CNA President’s Message .......................................................................... 5
- President’s Message .................................................................................. 6
- Council Public Representatives’ Message .................................................. 8
- Executive Director’s Message .................................................................... 9
- Accomplishments ...................................................................................... 10
- Auditors’ Report ....................................................................................... 20
- Financial Statements ................................................................................ 21
- Committee Reports ................................................................................... 22
- Awards ...................................................................................................... 35
- Council ..................................................................................................... 37
- Staff .......................................................................................................... 38
- Professional Practice Groups and Chapters ............................................ 39
We care about Saskatchewan nurses

As Minister of Health, I would like you to know how much we value nurses as a vital part of the health care team, important to ensuring quality care for Saskatchewan residents.

That’s why we’re investing significant funding this year in a number of ways to help attract nurses to Saskatchewan and to keep them once they’re here. Let me share some highlights:

- A highly competitive salary on par with the level offered by Alberta.
- Tuition rebates of up to $20,000 over seven years for students who stay in the province after graduation.
- A nursing mentorship program and a job guarantee program for our province’s new nursing graduates.
- An employee retention program.
- Investments in safety equipment and training.
- Bursaries for Saskatchewan students studying health professions in short supply.
- 300 more nursing education seats.
- A provincial recruitment agency (HealthCareersinSask.ca).
- Recruitment grants for relocation to Saskatchewan, and recruitment to rural, northern and hard-to-recruit positions.
- International recruitment – Last year, nearly 300 nurses from the Philippines accepted jobs to help fill vacancies in Saskatchewan.
- Support for the SRNA – Given the success in recruiting internationally educated nurses, we support your efforts to review the credentials and licence international nurses.

As well, we’ve signed a partnership agreement with the Saskatchewan Union of Nurses looking for more ways to recruit and retain nurses. And we’ve committed $60 million to support it. Together, we’ll work with health regions to hire 800 registered nurses/registered psychiatric nurses over the next four years.

I look forward to continuing the relationship that the government enjoys with the SRNA. We will continue to work closely with you and our other nursing partners as we follow through on our commitment to make Saskatchewan the most attractive place for nurses to call home.

Honourable Don McMorris
Minister of Health
On behalf of the President, Board of Directors, staff and 133 member countries of the International Council of Nurses (ICN), I am delighted to extend warm greetings to the RNs of Saskatchewan.

For almost 100 years, SRNA and the Canadian Nurses Association have collaborated to uphold common values – values shared by ICN: promoting competence and excellence in nursing; encouraging positive practice environments; promoting self regulation; and ensuring quality nursing care.

I commend the RNs of Saskatchewan for their commitment to providing and improving quality health care for all. In your efforts, you are shaping the future of health care. In particular, in the fields of continuing competence, advocacy, leadership and regulation. The theme for your conference this year “Bringing Ideas, Best Practices and Collaboration into Focus” touches all these areas and highlights the need for us to work together – to collaborate – to achieve quality in our profession. It is only through strong partnerships and collaboration that we can ensure a positive future for nursing.

Finally, I would like to congratulate those RNs from Saskatchewan who were recently awarded the Canadian Nurses Association’s prestigious Centennial Award. Your outstanding work has made a difference to the lives of your patients, your community and, ultimately, to nursing as a profession. I am delighted that your contributions have been recognized.

I hope many of you will join us at ICN’s 24th Quadrennial Congress which will be held for the first time in Africa, in Durban, South Africa in June 2009. But for now, please accept our congratulations on your many achievements in 2008 and best wishes for an enjoyable and stimulating year ahead.

Hiroko Minami
President
International Council of Nurses
In 2008, the Canadian Nurses’ Association (CNA) celebrated its centennial. One of the highlights of the year for me was the opportunity to meet so many nurses from across the country at different centennial events. It was a strong reminder that our leadership role today as the national voice of registered nurses has been made possible through the passion, dedication and hard work of Canadian nurses, past and present.

Today, nursing is complex and demanding and grows ever more so, as knowledge increases exponentially and use of technological innovations expands. It is enormously rewarding to be a member of a profession shaped by a fundamental belief in the importance of working with individuals and families, and focused on finding solutions to health challenges that affect the daily lives of Canadians.

In working closely with our jurisdictions, I am able to witness the awe-inspiring work carried out by our members as they ensure that registered nurses practice ethically and effectively in an ever-changing health system while maintaining public confidence in the profession. As president of CNA, I am proud that our national association can serve as a source of knowledge and support for our jurisdictions, for example by setting ethical standards for nursing practice through our Code of Ethics for Registered Nurses or through the development of registered nurse and nurse practitioner exams.

As CNA begins its second century, and as SRNA approaches its own centennial year in 2017, we move forward re-energized by our shared commitment to bringing forth knowledge, innovations and solutions that advance a stronger and more vibrant publicly-funded health system.

**Kaaren Neufeld, RN, MN**  
President, Canadian Nurses Association
As President of SRNA, it is my privilege to provide the 2008 governance highlights on behalf of Council.

Over the past year, I have had the privilege of meeting a number of truly remarkable RNs from across the province and the country. We recognized a number of RN leaders with SRNA Millennium, Life and Honorary awards at our Awards Banquet, held in conjunction with the Annual Meeting in May 2008. We continued to celebrate Saskatchewan RNs as the Canadian Nurses Association (CNA) celebrated their 100th anniversary in 2008. Part of those celebrations included the Canadian Nurses Association Centennial Awards, honouring Canadian RNs, including Saskatchewan RNs, who have pioneered in a variety of nursing fields. We celebrated, contributions were recognized, and memories were made. Beyond these special recognitions, we also celebrated the fundamental value of individual RNs, and the ultimate power of RNs working together in unison.

Council appreciated the dialogue with a number of individuals and groups including the Minister and Deputy Minister of Health, SRNA members, Saskatchewan Union of Nurses, Registered Psychiatric Nurses Association of Saskatchewan, Saskatchewan Association of Licensed Practical Nurses, Saskatchewan College of Pharmacists (SCP), College of Physicians and Surgeons of Saskatchewan (CPSS), Nurse Practitioners Association of Saskatchewan, Aboriginal Elders and Regional Health Boards. Discussions centered around topics such as: quality-work environments, mentorship, collaboration, international recruitment, nursing education, advocacy, technology, vulnerable populations and the determinants of health, healthy public policy, self regulations and continuing competence. It is with this dialogue, along with public consultations that SRNA gathers the knowledge, courage and momentum to really engage in and promote a collaborative, safe and high quality health care system for the people of Saskatchewan.

In September 2008, the second Interdisciplinary Conference, a collaborative effort of SRNA, SCP and CPSS, brought health professionals from various disciplines, as well as the public together from across the province and country. An inaugural town hall forum, moderated by Globe and Mail health reporter, Andre Picard, brought citizens’ health stories to the forefront and engaged citizens and health professionals in critical discussions about what it means to really listen and understand. The conference increased our awareness and solidified a shared vision of the critical need for citizen involvement in client care and healthy public policy.

Council continues to promote environmentally sound practices with the use of “OurBoardroom” technology and paperless Council meetings. SRNA Council also presented ‘Citizen Engagement’ and ‘Going Green’ at the Saskatchewan Association of Health Organizations Conference in April, 2008.

My representation of Saskatchewan RNs on the CNA board as a jurisdictional board member has provided the opportunity to communicate with nurse leaders across the country about common nursing challenges and opportunities within our national health system. I am proud to bring our Saskatchewan nursing perspective and values to the national table.

“It is with this dialogue, along with public consultations that SRNA gathers the knowledge, courage and momentum to really engage in and promote a collaborative, safe and high quality health care system for the people of Saskatchewan.”
The CNA released the revised 2008 Code of Ethics at the June, 2008 Biennial Convention. This critical document for RNs in Saskatchewan was instituted on December 1, 2008. A number of important Position Statements were developed, revised and endorsed over the past year. Position Statements guide RNs as they face many issues in their day-to-day work life. Council governs according to the RN Act, 1988, SRNA Bylaws and policy. Monitoring, reviewing and revising policies as well as ensuring organizational compliance with policy and progress towards SRNA goals is an ongoing and fundamental responsibility of Council. Council has approved the expansion and renovation of the SRNA office building. Space to carry out operations of the organization has been a considerable barrier and this project will remedy the situation.

I would like to express my sincere appreciation to all Council members for their active involvement and contribution to all governing issues this past year. Your commitment and energy is inspiring. In November 2008, Council bid farewell to Anne Lavack, Public Representative. We are most grateful for the expertise and sensitive public perspective she brought to Council. I wish to recognize all SRNA committee members who give their precious time to provide expertise in many areas. This organization’s ability to carry out its mandate is stronger because of your dedication and input.

During this time of incredible workloads and workspace challenges, Council has an immense appreciation for SRNA staff. These individuals demonstrate constant commitment to the organization, its members and the people of Saskatchewan, in advancing the Vision, Mission and Ends of the Association. You are truly an incredible group of individuals. I sincerely acknowledge the work of Dianna Pedersen, Executive Assistant: words are inadequate to describe how essential she is to the work of Council. I would like to recognize and thank Donna Brunskill, RN, Executive Director, for her wisdom, passion in nursing and untiring leadership. Donna is a credit to this province.

We are a committed and diverse Council. With every decision made, we consider what is best for the people of Saskatchewan and the profession of registered nursing. With that in mind we serve the association at the governance level with confidence. And as I pass the gavel on to David Kline, RN, in 2009, I am confident the work of Council will continue with diligence and exceptional leadership.

Thank you, SRNA members, for this opportunity to serve as your President. I have led the governance team with immense pride (and occasional palpitations). For those of you I haven’t met, let me take this opportunity to invite you to my home, the City of North Battleford in May 2009 for our Annual Meeting.

Colleen R. Toye, RN
President, Saskatchewan Registered Nurses’ Association

“We are a committed and diverse Council. With every decision made, we consider what is best for the people of Saskatchewan and the profession of registered nursing.”
Over the past year, Anne Lavack and I served as the two SRNA Council Public Representatives.

The role of a Public Representative is to represent the Saskatchewan public at the meetings and ensure that the public interest is recognized during all deliberations. Public Representatives serve on various committees and attempt to bring an independent life experience to the discussions. Public Representatives are appointed by an Order In Council with approval of the Lieutenant Governor as well as Cabinet.

We maintain a governance action plan and budget to ensure strong public linkages, current and up-to-date policies and high levels of executive performance.

On a personal note, my experience with the nursing community has been educational and rewarding and I continue to learn more about the profession through my involvement as a Public Representative.

I look forward to continuing to represent the public view on Council and I welcome your comments on concerns or issues.

Thank you to members of Council, staff and Saskatchewan Registered Nurses for your dedication to the people of this Province and our health care system. I appreciate the opportunity to represent the people of Saskatchewan on the SRNA Council.

Michael K. Fisher
Council Public Representative
Simply put, the role of the Saskatchewan Registered Nurses’ Association (SRNA) is to put the ‘R’ in ‘RN.’ Being a ‘Registered’ Nurse is about demonstrating to the public that one meets the standards of the profession and is committed to the brand promise of the profession. The public continues to place the highest trust in the registered nursing profession. As RNs, we continue to reflect on and renew our practice to ensure the brand promise that goes with being a RN is fulfilled. It is our professional presence. Public survey after survey finds RNs to be at the top of the professional trust scale in Canada. We continue to renew ourselves, often in more diverse roles, as we strive to meet changing public health needs, thus continuing to earn that trust.

One hundred years ago, Saskatchewan RNs suffered incredible hardship as they travelled long distances to Ottawa to build that trust through the creation of a national association, the Canadian Nurses Association (CNA). Their efforts combined with others fostered national standards for what was required to be a ‘trusted’, competent, ethical, knowledge-based RN and to be a voice for the Canadian nursing profession on matters of public interest. During 2008, we celebrated our historic leadership, our nursing history and our ‘brand promise’ of what it meant in 1908 to form a national standard-setting body for RNs in Canada. Fast forward to what it still means today to be a RN and/or a RN(NP). Our pioneering nurses were committed to a brand promise based on the incredible results modern nursing had on health outcomes, as demonstrated by the leader of modern nursing, Florence Nightingale. The quality control that was introduced with standards for who is eligible to be a RN earned the trust of our citizenship in our profession. Let’s fast forward again to 2008 as each province and territory across Canada works to ensure there is a standardized scope of practice across Canada for RNs and RN(NP)s so that Canada-wide RN and RN(NP) mobility and brand promise is entrenched as law.

As we move forward in the advancement of our practice, what we stand for remains timeless: competent, ethical knowledge-based nursing. How we practice is changing at lightning speed. Our increasing focus is on population health, social justice, citizen engagement, client empowerment, community development, interdisciplinary practice and other essential concepts in a world where knowledge explosion finds the half-life of health and nursing knowledge being four years.

Our vision and our values, as evidenced in our Code of Ethics, guide our way. United and committed to our values, we continue to earn the trust and confidence of our brand promise: competent, ethical, knowledge-based nursing through reflection, renewal and a commitment to our brand promise through walking the talk of our values.

I would be remiss if I didn’t say a special thank you to our members for their ongoing commitment to these values and to those they serve. A thank you to Council and staff and our president. It has been a true honour to serve.

Donna Brunskill, RN
Executive Director, Saskatchewan Registered Nurses’ Association

“As we move forward in the advancement of our practice, what we stand for remains timeless: competent, ethical knowledge-based nursing. How we practice is changing at lightning speed.”
SRNA exists so there will be competent, ethical practice of nursing, professional self-regulation, practice environments conducive to safety and quality, primary health care, and leadership and professional presence. In 2008, programs and services reflected our commitment to enable the nursing profession to practice effectively in an ever-changing health care environment while sustaining public confidence in the nursing profession. The following provides a summary of activities.

1. Competent, Ethical Nursing

**Canadian Registered Nurse/Nurse Practitioners Examinations (CRNE & CNPE)**

The level of competence of RNs and RN(NP)s is measured in part by the CRNE & CNPE which is developed by CNA and administered by the provincial regulatory bodies.

- The pass rate for first-time Saskatchewan writers for the 2008 CRNE was 97.3%. The pass rate for first-time out-of-country writers for the CRNE was 46%.
- The pass rate for first-time writers of the CNPE in 2008 was 90%. These were graduates of Saskatchewan nurse practitioner programs.

- In 2008, there were 515 nursing practice advisement calls of which: 43% came from direct care, 31% from administration, 7% from education and 17% were non-RN calls. Calls related to information networking, scope of practice, nursing practice standards, legal issues, safety, ethics and continuing competence.

### 2008 Practice Calls
**Internationally Educated Nurses**

The total number of international applicants has increased dramatically over the past year.

- A total of 856 Internationally Educated Nurses (IENs) applied for licensure in Saskatchewan. This compares to 238 in 2007.
- A total of 430 internationally educated applicants were deemed equivalent.
- The remaining applicants have not completed their documentation or met English language requirements.

- The SRNA Executive Director represented the Canadian RN Executive Directors on the Mutual Recognition Agreement (MRA) Working Group. The purpose of the group was to review the current MRA and to develop a new MRA that would enable RN mobility throughout Canada. The agreement was signed by each Canadian RN jurisdiction in 2008.

**Low Level Resolution**

SRNA continued its work to enable low-level resolution of reports as deemed appropriate by the Investigation Committee.

- A total of 13 RNs signed Consensual Competence Resolution Agreements (CCRAs).
- There are currently 26 CCRAs being monitored.
- Only 3 RNs required revisions to their existing CCRAs.
- A total of 2 RNs successfully completed requirements of their CCRAs in 2008.

- A total of 300 Nursing Education Program of Saskatchewan (NEPS) graduates were licenced as RNs.
- RNs continue to be required to practice a minimum of 1125 hours within a five-year period to be eligible for registration. RN(NP)s are required to practice 1800 hours in three years (600 hours of which must be clinical practice).
- In 2008, 9 RN(NP)s established initial registration: 106 RN(NP)s were currently practicing as of November 30, 2008 with 103 of these in Primary Care and 3 in Neonatal.
- The Employer Newsbulletin, established in 2006 to keep RN employers informed about regulatory and professional issues, was distributed in March and September 2008.

2. **Professional Self-Regulation for RNs and RN(NP)s**

- SRNA sponsored two Canadian Nurses Protective Society (CNPS) workshops for RNs and RN(NP)s on nursing legalities: 180 members attended.
- The CNA Code of Ethics document was released in June 2008 and became effective December 1, 2008.

*The CNA Code of Ethics document was released in June 2008 and became effective December 1, 2008.*
SRNA financially supported the Saskatchewan Institute of Applied Science and Technology and the College of Nursing, University of Saskatchewan to provide the mandatory education for RN(NP)s on the Health Canada regulations pursuant to the Controlled Drugs and Substances Act (CDSA) which is anticipated to be passed mid-2009. To date, 99% of RN(NP)s have completed the program.

Program Approval
As part of its mandate, SRNA is responsible for the approval of nursing education programs.
- The update from the SIAST Primary Care Nursing Practitioner Program was reviewed.
- The update for the University of Saskatchewan, Primary Health Care RN(NP) Master of Nursing Program was reviewed. Notification was given that a site visit for approval of the program shall be conducted in 2009.
- Approval was granted for the SIAST, RN Re-entry Program.

- 162 RNs were registered by endorsement from other Canadian jurisdictions.

3. Practice Environments Conducive to Safety and Quality
- Presentations were made to 310 Internationally Educated Nurses at 15 sites.
- Joint SRNA/SALPN presentations on the Scope of Practice and Assignment and Delegation were made at 15 sites and attended by 110 RNs, 79 Licensed Practical Nurses and 10 SCAs.
- RN Membership increased from 9,151 in 2007 to 9,319 in 2008.
- “Ask a Practice Advisor” columns provided information and direction on Emergency Services, Supervision of Nursing Students and Adult Guardianship.
- SRNA sponsored the Continuing Nursing Education (CNE) Registered Nurses Association of Ontario (RNAO) Best Practice Guidelines (BPGs) workshop: 240 members attended.
- SRNA delivered two RNAO Leadership BPG workshops via teleconference.
- SRNA participated in the development of the National Framework for RN standards and in revisions to the National Entry Level Competencies.

4. Primary Health Care
Partnerships
In an effort to promote comprehensive primary health care, the SRNA maintained key partnerships.
- SRNA maintained partnerships with the Saskatchewan College of Pharmacists, the Registered Psychiatric Nurses Association of Saskatchewan, the College of Physicians and Surgeons of Saskatchewan, and the University of Regina, 2008 Saskatchewan Institute of Health Leadership (SIHL) session.

RN Membership increased from 9,151 in 2007 to 9319 in 2008.
In an effort to promote comprehensive primary health care, SRNA maintained the social justice coalition between SRNA and the Saskatchewan Association of Social Workers (SASW) working on issues such as poverty and the health of vulnerable populations. SRNA also collaborated with “Make Poverty History-Saskatchewan” for awareness-raising activities.

Initial linkages were made with the Developmental Assets Group (United Way and other stakeholders) to look at a province-wide network on multiple-level “asset champions.”

SRNA made presentations to government that encouraged a commitment to work collaboratively to advance primary health care especially in the areas of public health, poverty reduction, and the environment.

The SRNA Newsbulletin and Website contained information to increase awareness and understanding of primary health care.

Concepts related to primary health care such as homelessness and mental health, equity, harm reduction, and citizen engagement were presented at various provincial conferences, to the board of Registered Psychiatric Nurses of Saskatchewan, as well as to nursing students.


**5. Professional Growth and Support**

- The SRNA Newsbulletin was published five times in 2008 and distributed to all members and to the Saskatchewan Nursing Education Program sites.
- Together with the Saskatchewan College of Pharmacists and the College of Physicians and Surgeons of Saskatchewan, the SRNA hosted the second annual Interdisciplinary Conference “Ensuring Patient Safety and Citizen Engagement” in Saskatoon on September 19 and 20, 2008. The event was attended by over 250 participants.
- Over 250 RNs attended the 91st SRNA Annual Meeting and Conference “Nursing Technology Implementing Innovation” which was held on May 2 - 3, 2008 in Regina.
- SRNA web traffic report indicated almost 100,000 site visits in 2008.
- The Membership Advisory Committee appointed 17 members and public representatives to 8 SRNA committees and 4 external committees in 2008.

**Member Units**

There were 15 Professional Practice Groups (PPGs), 3 SRNA Chapters and 147 Workplace Representatives, active in 2008. Two new groups emerged in 2008: the Environmental Professional Practice Group and the AIDS/HIV/HCV Nursing Education Organization.

- Sponsorship was provided to the Canadian Nursing Student’s Association Conference in Winnipeg and to students from Saskatchewan to attend this conference.

What a Year!

This year marked a first for our online membership renewal process. We prepared ourselves for a significant time of transitioning from paper to online and witnessed a 65% member participation in the online renewal process. Once again we recognize how unique our membership truly is. Thank you. It is our pleasure to serve you.
• Members from 8 Professional Practice Groups (PPGs), 2 emerging PPGs and 14 Workplace Representatives met at the SRNA Annual Member Night on May 6.
• 80 members of the Workplace Representative, Chapter and Professional Practice Groups attended the Member Links Night on May 6.
• 8 grants were given to nursing students from Prince Albert, Regina and Saskatoon to attend the Member Recognition Awards during the Annual Meeting.
• Members sponsored 53 students to attend the Annual Meeting.
• Staff held networking sessions with U of S and SIAST students in Saskatoon, Regina, and Prince Albert.
• Nursing students and members of the PPGs, Chapters, and Workplace programs were supported to attend conferences and educational workshops such as the SRNA Annual Meeting, CNA Biennial, Interdisciplinary Conference, and Best Practice Guidelines Conference.
• SRNA provided practicum to 2 NEPS students.
• An Open House was held for new RN and Internationally Educated Nurses.
• 28 Members from the Workplace Representative, PPG and Chapter programs attended the October 2008 SRNA Member Education Day in Regina.
• 6 SRNA members laid Remembrance Day wreaths for nursing sisters and brothers on November 11.
• 97 RNs indicated on their registration form that they were retiring in 2008 and received a thank you and recognition from the Executive Director.
• 42 members submitted SRNA Professional Opportunity Interest Sheets.
• Connections Newsletter was sent 5 times to the Workplace Representative, Chapter and Professional Practice Groups, students and stakeholders.
• 23 financial grants were given to Professional Practice Groups, Chapters and Workplace Representatives and nursing students.
• SRNA participated in the WorksSkills Initiative project with the Canadian Nurses Federation Union, Saskatchewan Nurses Union and the Regina Qu’Appelle Health Region.
• 1 Life Membership, 1 Honorary Membership and 4 Millennium Award recipients were honoured at the Annual Banquet May, 2008.
• 2 Members were nominated and received the CNA Order of Merit Awards, 1 former member was nominated for the Jeanne Mance Award.
• 4 members and 1 former member were among the 100 special nurses honoured in the CNA Centennial special award ceremony in Ottawa.

Leadership in Environmentally Responsible Nursing Practice
• Presentations were made at provincial conferences, as well as with nursing groups and nursing students.
• The SRNA Annual Meeting included an environmental education booth and environmentally friendly conference items were purchased.
• SRNA supported the formation of a Professional Practice Group in Environmental Sustainability as well as worked CNA’s National Environmental Health Reference Group in the formulation of position statements and nursing resources.

Nursing Week
The 2008 Theme for Nursing Week, May 12-18, 2008 was “Think you know nursing? Take a closer look.”
• SRNA celebrated Nursing Week by distributing 85 Nursing Week kits to Professional Practice Groups, Chapter and Workplace representatives.
• A four page newspaper spread highlighting RNs encouraged to “be the change” was placed in the Star Phoenix and Leader Post.
• The SRNA collaborated with SALPN and RPNAS on a letter to the Saskatchewan Minister of Health to declare National Nursing Week.

“Think you know nursing? Take a closer look.”
<table>
<thead>
<tr>
<th>PROFESSIONAL INCOMPETENCE:</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of appropriate assessment, needs identification, outcome identification, planning and intervention skills</td>
<td>9</td>
<td>8</td>
<td>7</td>
<td>6</td>
<td>14</td>
</tr>
<tr>
<td>Inappropriate documentation</td>
<td>2</td>
<td>1</td>
<td>3</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Inappropriate medication practices</td>
<td>8</td>
<td>2</td>
<td>6</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>Inappropriate administrative practices</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PROFESSIONAL MISCONDUCT:</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Addiction to narcotics</td>
<td>3</td>
<td>3</td>
<td>7</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Misappropriated drugs</td>
<td>1</td>
<td>2</td>
<td>6</td>
<td>-</td>
<td>2</td>
</tr>
<tr>
<td>Addiction to alcohol</td>
<td>1</td>
<td>1</td>
<td>-</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Medical illness</td>
<td>-</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Misappropriated clients personal property</td>
<td>1</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Inappropriate interpersonal relationship skills</td>
<td>12</td>
<td>3</td>
<td>9</td>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td>Harassment of co-workers</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>Client abuse</td>
<td>2</td>
<td>-</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Client abandonment</td>
<td>3</td>
<td>3</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Breach of consensual competence resolution agreement</td>
<td>-</td>
<td>-</td>
<td>2</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Breach of confidentiality</td>
<td>3</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Failure to follow doctors orders</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Fraud</td>
<td>1</td>
<td>-</td>
<td>1</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Violation of employer contract</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Not functioning as a team member</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Not advocating for client</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3</td>
<td>-</td>
</tr>
<tr>
<td>Not following hospital policies/protocols</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Lying regarding co-workers conduct</td>
<td>-</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Not providing appropriate orientation to new staff</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Lack of reporting of illegal activity of others</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>With-holding/threatening to with-hold medical treatment</td>
<td>-</td>
<td>3</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Inappropriate billing</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Inappropriate use of professional status for personal gain</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>Discrimination based on sexual orientation</td>
<td>1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>
For the second year in a row, the number of practising RNs has increased significantly. The 1.8% increase in 2008 followed a 2.2% increase in 2007 to bring the total number of practising RNs to 9,319, the same number as in the early 1990s.*

In spite of increases in the number of RNs moving to Saskatchewan, net interprovincial flows were still negative in 2008.*

An 83% increase from 2007 to 2008 means that the number of Graduate Nurse Licenses has almost doubled in the past year.*

For the second year in a row, the number of practising RNs has increased significantly.
In 2008, 43% of RNs employed in nursing were 50 years of age and older with 30 to 34 the most common age group. In the past five years, the fastest growing age groups have been those 25 to 29 years of age (+62%) and those 55 or older (+93%).

* as measured by requests for official verification of registration status for another registering body

The vast majority (86%) of SRNA members register by renewals. All but 10% of the 10,292 members are practising RNs.*

* as measured by requests for official verification of registration status for another registering body
### Membership Total & Method of Registration

<table>
<thead>
<tr>
<th>Year</th>
<th>Registered by Examination</th>
<th>Registered by Endorsement</th>
<th>Renewal/Re-registration</th>
<th>Total-Registered Nurses</th>
<th>Graduate Nurse</th>
<th>Non-Practising</th>
<th>Life &amp; Honorary</th>
<th>Total-Membership (RN &amp; Other)</th>
<th>Migration In</th>
<th>Migration Out</th>
</tr>
</thead>
<tbody>
<tr>
<td>1998</td>
<td>150</td>
<td>96</td>
<td>8774</td>
<td>9020</td>
<td>101</td>
<td>344</td>
<td>47</td>
<td>9512</td>
<td>100</td>
<td>35</td>
</tr>
<tr>
<td>1999</td>
<td>119</td>
<td>143</td>
<td>8773</td>
<td>9035</td>
<td>115</td>
<td>358</td>
<td>44</td>
<td>9552</td>
<td>155</td>
<td>3</td>
</tr>
<tr>
<td>2000</td>
<td>172</td>
<td>98</td>
<td>8717</td>
<td>8987</td>
<td>149</td>
<td>326</td>
<td>44</td>
<td>9506</td>
<td>146</td>
<td>341</td>
</tr>
<tr>
<td>2001</td>
<td>151</td>
<td>68</td>
<td>8650</td>
<td>8869</td>
<td>146</td>
<td>289</td>
<td>44</td>
<td>9346</td>
<td>99</td>
<td>437</td>
</tr>
<tr>
<td>2002</td>
<td>231</td>
<td>93</td>
<td>8491</td>
<td>8815</td>
<td>253</td>
<td>289</td>
<td>42</td>
<td>9391</td>
<td>129</td>
<td>343</td>
</tr>
<tr>
<td>2003</td>
<td>234</td>
<td>84</td>
<td>8554</td>
<td>8872</td>
<td>233</td>
<td>281</td>
<td>42</td>
<td>9437</td>
<td>132</td>
<td>334</td>
</tr>
<tr>
<td>2004</td>
<td>255</td>
<td>100</td>
<td>8577</td>
<td>8932</td>
<td>268</td>
<td>290</td>
<td>42</td>
<td>9526</td>
<td>284</td>
<td>290</td>
</tr>
<tr>
<td>2005</td>
<td>238</td>
<td>91</td>
<td>8615</td>
<td>8944</td>
<td>249</td>
<td>253</td>
<td>42</td>
<td>9491</td>
<td>274</td>
<td>281</td>
</tr>
<tr>
<td>2006</td>
<td>225</td>
<td>105</td>
<td>8628</td>
<td>8958</td>
<td>249</td>
<td>274</td>
<td>45</td>
<td>9555</td>
<td>291</td>
<td>295</td>
</tr>
<tr>
<td>2007</td>
<td>295</td>
<td>158</td>
<td>8698</td>
<td>9151</td>
<td>276</td>
<td>291</td>
<td>49</td>
<td>9829</td>
<td>305</td>
<td>251</td>
</tr>
<tr>
<td>2008</td>
<td>340</td>
<td>162</td>
<td>8817</td>
<td>9319</td>
<td>338</td>
<td>274</td>
<td>50</td>
<td>10292</td>
<td>618</td>
<td>313</td>
</tr>
</tbody>
</table>

### Initial RN(NP) Licensure

<table>
<thead>
<tr>
<th>Year</th>
<th>Registered by Equivalence</th>
<th>Registered by Approved Program</th>
<th>Registered by Competence Assessment Process (CAP)</th>
<th>Registered by Exam</th>
<th>Total - Registered RN(NP) Nurses</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004</td>
<td>35</td>
<td>1</td>
<td>3</td>
<td>7</td>
<td>42</td>
</tr>
<tr>
<td>2005</td>
<td>19</td>
<td>11</td>
<td>7</td>
<td>11</td>
<td>33</td>
</tr>
<tr>
<td>2006</td>
<td>1</td>
<td>3</td>
<td>3</td>
<td>7</td>
<td>18</td>
</tr>
<tr>
<td>2007</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>14</td>
<td>14</td>
</tr>
<tr>
<td>2008</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>9</td>
<td>9</td>
</tr>
</tbody>
</table>

### Total Actively Practising RN(NP)s

<table>
<thead>
<tr>
<th>Year</th>
<th>Primary Care</th>
<th>Neonatal</th>
<th>Total Actively Practising RN(NP)s</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004</td>
<td>42</td>
<td>3</td>
<td>42</td>
</tr>
<tr>
<td>2005</td>
<td>72</td>
<td>3</td>
<td>75</td>
</tr>
<tr>
<td>2006</td>
<td>88</td>
<td>3</td>
<td>91</td>
</tr>
<tr>
<td>2007</td>
<td>99</td>
<td>3</td>
<td>102</td>
</tr>
<tr>
<td>2008</td>
<td>103</td>
<td>3</td>
<td>106</td>
</tr>
</tbody>
</table>
Auditors’ Report on Summarized Financial Statements

To the Members of
Saskatchewan Registered Nurses’ Association

The accompanying summarized statement of financial position and statement of operations are derived from the complete financial statements of Saskatchewan Registered Nurses’ Association as at December 31, 2008 and for the year then ended on which we expressed an opinion without reservation in our report dated March 6, 2009. The fair summarization of the complete financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the summarized financial statements.

In our opinion, the accompanying financial statements fairly summarizes, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

These summarized financial statements do not contain all the disclosure required by Canadian generally accepted accounting principles. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on the entity’s financial position and results of operations, reference should be made to the related complete financial statements.

Donna Brunskill, RN
SRNA Executive Director

Chartered Accountants
Regina, Saskatchewan
March 6, 2009
Statement of Financial Position
As at December 31, 2008

<table>
<thead>
<tr>
<th>CURRENT ASSETS</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$ 874,711</td>
<td>$ 142,644</td>
</tr>
<tr>
<td>Short term investments (Note 4)</td>
<td>4,724,762</td>
<td>4,972,181</td>
</tr>
<tr>
<td>Account and fees receivable</td>
<td>10,252</td>
<td>23,610</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>20,824</td>
<td>19,525</td>
</tr>
<tr>
<td>INVESTMENTS (Note 4)</td>
<td>5,630,549</td>
<td>5,157,960</td>
</tr>
<tr>
<td>CAPITAL ASSETS (Note 5)</td>
<td>167,079</td>
<td>166,750</td>
</tr>
<tr>
<td></td>
<td>840,025</td>
<td>638,296</td>
</tr>
<tr>
<td></td>
<td>$ 6,637,653</td>
<td>$ 5,963,006</td>
</tr>
</tbody>
</table>

CURRENT LIABILITIES

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable and accrued charges</td>
<td>$ 373,118</td>
<td>$ 497,375</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>-</td>
<td>66,667</td>
</tr>
<tr>
<td>Goods and services tax payable</td>
<td>202,750</td>
<td>225,220</td>
</tr>
<tr>
<td>Fees collected in advance</td>
<td>4,175,842</td>
<td>3,713,343</td>
</tr>
<tr>
<td></td>
<td>4,751,710</td>
<td>4,502,605</td>
</tr>
</tbody>
</table>

NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net assets invested in capital assets</td>
<td>840,025</td>
<td>638,296</td>
</tr>
<tr>
<td>Internally restricted net assets (Note 6)</td>
<td>639,643</td>
<td>239,643</td>
</tr>
<tr>
<td>Unrestricted net assets</td>
<td>406,275</td>
<td>582,462</td>
</tr>
<tr>
<td></td>
<td>1,885,943</td>
<td>1,460,401</td>
</tr>
<tr>
<td></td>
<td>$ 6,637,653</td>
<td>$ 5,963,006</td>
</tr>
</tbody>
</table>

EXCESS OF REVENUE OVER EXPENSES BEFORE INVESTMENT INCOME

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXPENSES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Council (Note 11)</td>
<td>173,857</td>
<td>173,342</td>
</tr>
<tr>
<td>Executive Office (Note 12)</td>
<td>958,972</td>
<td>866,429</td>
</tr>
<tr>
<td>Regulatory Services (Note 13)</td>
<td>971,386</td>
<td>966,524</td>
</tr>
<tr>
<td>Nursing Practice (Note 14)</td>
<td>1,001,283</td>
<td>807,250</td>
</tr>
<tr>
<td>Communications &amp; Corporate Services (Note 15)</td>
<td>1,421,592</td>
<td>1,216,336</td>
</tr>
<tr>
<td>Internationally Educated Nurses (Note 16)</td>
<td>366,666</td>
<td>33,334</td>
</tr>
<tr>
<td></td>
<td>4,893,756</td>
<td>4,063,215</td>
</tr>
</tbody>
</table>

INVESTMENT INCOME

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest</td>
<td>80,918</td>
<td>48,639</td>
</tr>
<tr>
<td>Market value adjustment</td>
<td>37,863</td>
<td>28,118</td>
</tr>
<tr>
<td></td>
<td>118,781</td>
<td>76,757</td>
</tr>
</tbody>
</table>

EXCESS OF REVENUE OVER EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$ 425,542</td>
<td>$ 249,890</td>
</tr>
</tbody>
</table>

Copies of the full audited financial statements are available at www.srna.org.
Green to Greener

Council has completed a year using “OurBoardroom” technology to reduce paper pushing and maximize our human resources. It is possible to link electronically with one member to complete business on-line. Phone calls and lengthy time-consuming meetings are reduced significantly using this technology. As we become more comfortable with the technology we expect to grow greener still: saving time, mileage, and paper.

Committee Resource Pool Members:

Jo-Anne Braithwaite, RN, Chair, Regina
Juliet Smith-Fehr, RN, Chair, Saskatoon
Sandra Blevins, RN, Saskatoon
Linda Brothwell, RN, Nipawin
Brenda Bumphrey, RN, Moose Jaw
Anne Marie Greaves, RN, Regina
Dr. Cyril Kesten, Public Representative, Regina
Valerie Pearson, Public Representative, Saskatoon
Doreen Pretzlaw, RN, Regina
Mark Schramm, RN, Saskatoon
Darlene Sterling, RN, Regina
Floralyn Wessel, RN, Regina
Fran Passmore, Public Representative, White City
Neal Sylvestre, RN, Maidstone
Stella Devenney, RN(NP), Regina

Kandice Hennenfent, RN
Debbie Kosabek, RN
Patrick Blais, RN
Discipline Committee

The Discipline Committee met for three hearings in 2008; Funk, Blais and Dodwell.

Jeanette Funk RN #14897, Moose Jaw, Saskatchewan: other jurisdiction of Registration – Hawaii, RN #33508. Jeanette Funk was charged with professional misconduct contrary to Section 26(1), 26(2)(i) and (q) of The Registered Nurses Act, 1988. On May 23, 2008 the SRNA Discipline Committee found Ms. Funk guilty of this charge. Particulars included that Jeanette Funk was guilty of misrepresentation of her practicing membership by holding herself out to be a practising nurse practitioner licenced in Saskatchewan to a prospective employer. She engaged in fraudulent actions and deceptions. Pursuant to Section 31 of The Registered Nurses Act, 1988, the Committee deemed that Ms. Funk be expelled from the SRNA and her name be struck from the Register. She shall pay costs of the inquiry in the amount of $5,000 by August 1, 2010, or prior to application for reinstatement. Pursuant to Section 34(1) of The Registered Nurses Act, a nurse who has been found guilty by the Discipline Committee may appeal the decision or any order of the committee, within 30 days, to the Council of the SRNA, or to a Judge of Her Majesty’s Court of Queen’s Bench for Saskatchewan. The decision was not appealed.

Rocklin A Blais RN #26606, Saskatoon, Saskatchewan: other jurisdiction of Registration – Texas, RN #579165. Rocklin A Blais was charged with professional misconduct contrary to Section 26, subsection 26(1) and clauses 26(2)(p) and 26(2)(m) of The Registered Nurses Act, 1988. On March 31, 2008 the SRNA Discipline Committee heard the case and on April 20, 2008 the Committee rendered a decision. They found Mr. Blais guilty of the charge, under section 26(2)(p) that he obtained registration by misrepresentation or fraud. The Committee further found Mr. Blais guilty of 26(2)(m) that he failed without reasonable cause to respond to inquiries from the Association regarding alleged professional misconduct. On June 5, 2008 a second stage hearing was held. The Discipline Committee rendered a penalty decision on June 10, 2008. Pursuant to Section 31 of The Registered Nurses Act, 1988, the Committee deemed it appropriate that Mr. Blais be expelled from the SRNA and that his name be struck from the register and that he pay a fine of $2,500. In addition he must pay a fee toward the cost of the hearing in the amount of $5,000. Pursuant to Section 34(1) of The Registered Nurses Act, 1988, a nurse who has been found guilty by the Discipline Committee may appeal the decision of any order of the committee, within 30 days, to the Council of the SRNA, or to a Judge of Her Majesty’s Court of Queen’s Bench of Saskatchewan. The decision was not appealed.

Lorrie S Dodwell RN #37002 – Decision not yet rendered.
Investigation Committee

The Investigation Committee met for ten one-day meetings and held two teleconferences throughout the year.

The Committee received 36 written reports concerning the professional conduct of registered members in the year 2008. Thirty-two (32) reports related to the practice of Registered Nurses and four (4) related to the practice of Graduate Nurses. No reports were received relating to the practice of Registered Nurse (Nurse Practitioners). The chart titled “Source of Reports Received in 2008” indicates the distribution of reporting sources.

Of these 36 reports, four (4) were dismissed, six (6) were dismissed and issued a Letter of Guidance, eight (8) were moved to Consensual Competence Resolution Agreements, three (3) were moved to revised consensual competence resolution agreements and five (5) were moved to a Discipline Hearing. Ten (10) reports remain under investigation into 2009.

Categories of Professional Competence alleged in the reports received in 2008 are noted in the chart below:

Eight (8) cases carried over from 2007 were resolved: one (1) was dismissed, three (3) were dismissed and issued a Letter of Guidance, three (3) were moved to the Consensual Resolution Agreement Process and one (1) was referred to a Hearing.
Four (4) of the Consensual Competence Resolution Agreements developed in 2008 were related to the development and monitoring of appropriate assessment, needs identification, outcome identification, planning and intervention skills: two (2) related to the treatment of an addiction to narcotics, one (1) to the treatment of an addiction to alcohol, and one (1) to poor interpersonal relationship skills.

There are currently 26 Consensual Competence Resolution Agreements being monitored. Two (2) Consensual Competence Resolution Agreements were completed in 2008.

**Committee Members:**

Sandra Keating, RN, Chair, Prince Albert  
Loraine Grychowski-Whitehead, RN, North Battleford  
Norma Wildeman, RN, Regina (Term ended October 2008)  
Michell Jesse, RN, Grand Coulee (Term began November 2008)  
Russ Marchuk, Public Representative, Regina  
David Millar, Public Representative, Regina  
Rhonda O’Hagan, RN, Competence Assurance Coordinator, SRNA

---

### INVESTIGATION AND DISCIPLINE STATISTICS

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of new cases</td>
<td>42</td>
<td>14</td>
<td>30</td>
<td>16</td>
<td>18</td>
<td>22</td>
<td>31</td>
<td>22</td>
<td>34</td>
<td>25</td>
<td>36</td>
</tr>
<tr>
<td>Total number of cases investigated</td>
<td>60</td>
<td>34</td>
<td>54</td>
<td>46</td>
<td>27</td>
<td>27</td>
<td>31</td>
<td>27</td>
<td>36</td>
<td>32</td>
<td>44</td>
</tr>
<tr>
<td>Dismissed on investigation</td>
<td>36</td>
<td>9</td>
<td>13</td>
<td>16</td>
<td>5</td>
<td>4</td>
<td>11</td>
<td>12</td>
<td>9</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Dismissed on investigation with a letter of guidance</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>5</td>
<td>3</td>
<td>7</td>
<td>12</td>
<td>5</td>
<td>9</td>
<td>6</td>
<td>9</td>
</tr>
<tr>
<td>Referred to mediation/consensual resolution agreement process and agreement signed by member</td>
<td>3</td>
<td>6</td>
<td>5</td>
<td>3</td>
<td>4</td>
<td>7</td>
<td>4</td>
<td>7</td>
<td>9</td>
<td>6</td>
<td>11</td>
</tr>
<tr>
<td>Referred to agreement revision</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Referred to discipline</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>5</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td>Discipline hearings held</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>4</td>
<td>3</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Carried over year end - reports initiated and unresolved at year end</td>
<td>20</td>
<td>24</td>
<td>30</td>
<td>16</td>
<td>10</td>
<td>5</td>
<td>5</td>
<td>3</td>
<td>7</td>
<td>6</td>
<td>10</td>
</tr>
<tr>
<td>Consensual agreements (ongoing)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consensual agreements (completed)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>17</td>
</tr>
</tbody>
</table>

---

2008 Annual Report
The Legislation and Bylaws Committee met for two full-day meetings in 2008 and conducted the following activities:

- Terms of reference and applicable policy governing the committee, code of conduct, and conflict of interest policies were reviewed.
- RN(NP) Prescribing of Controlled Drugs Legislation was approved by the membership and submitted to government. It was not approved by government pending new legislation relating to the Provincial Prescription Review Program. All other work regarding regulatory bylaws in this area is on hold until new legislation is finalized.
- RN(Retired) Membership category bylaw development work began:
  - Time-line was developed for project work.
  - Draft bylaw was developed and sent for legal opinion.
  - Brief was developed for submission to Council.
  - Follow-up with targeted bylaw continued with a goal to be brought to 2009 annual meeting.
- RN(NP) Graduate Nurse Membership category bylaw development work began:
  - Time-line was developed for project work.
  - Draft bylaw was developed and sent for legal opinion.
  - Brief was developed for submission to Council for consideration at 2009 annual meeting.
• Requested consultation was completed regarding: Saskatchewan College of Respiratory Therapists Bylaw; Amendments to The Medical Profession Act, 1981; and Colleges of Nurses of Ontario – Proposed Quality Assurance Regulation.
• The Committee continues to monitor legislative trends related to the regulation of nursing practice nationally and globally.

Committee Members:
David Kline, RN, Chair, Drake
Joyce Bruce, RN(NP), White City, (Term Ended – May 2008)
Anne Lavack, Public Representative, SRNA Council, Regina, (Term Ended – October 2008)
Stella Swertz, RN, Weyburn
Lois Berry, RN, Saskatoon
Mike Fisher, Representative, SRNA Council, Melville, (Term Began – November 2008)
Heather Keith, RN(NP), Edenwold, (Term Began – June 2008)
Rhonda O’Hagan, RN, Competence Assurance Coordinator, Staff Support
Nominations Committee

The committee met for an orientation session in June and held teleconferences on a regular basis throughout the year. Committee activities included:

- Telephoned and met personally with members who were interested in President-Elect, Member-at-Large for Regions 1, 2, 5, and the Nominations Committee positions.
- Held an information booth at the SRNA Annual Meeting to attract members to Council.
- Met with SRNA Council in September to discuss possible barriers for member participation on Council and potential strategies for attracting members to Council.
- Provided themes on possible barriers and strategies to include in the 2009 SRNA Membership Survey for member input.
- Sent letters to nurse leaders to help identify members for Council, and placed ads in the SRNA Newsbulletin, website and Connections Newsletter to attract members.
- Committee Chair presented on her Council experience and role of Nominations Committee at the SRNA Education day for the Workplace Representative, Chapter and Professional Practice Group members in October.
- Streamlined the nomination forms for Council positions.

Committee Members:
C. Fay Puckett, RN, Chair, Saskatoon
Doug McPeek, Public Representative, Saskatoon
Gillian Oberndorfer, RN, Regina
Patti LeBlanc, RN, Regina
Barb Fitz-Gerald, RN, Member Relations Coordinator, SRNA
Nursing Education Program Approval Committee

The Nursing Education program Approval Committee held four meetings this year. Committee activities for 2008 included:

- Review of the annual update from the Primary Care Nurse Practitioner Program (SIAST).
- Review of the annual update for the Primary Health Care RN(NP) Master of Nursing Program (University of Saskatchewan).
- Approval of the RN Re-entry Program.
- Notification to the Primary Health Care RN(NP) Master of Nursing Program (University of Saskatchewan) that a site visit for approval shall be conducted in 2009.

Committee Members:
Katherine Bergman, Education Representative, Regina (Chair)
Jerry Bell, RN, Regina (resigned July 2008)
Rhonda Clarke, RN, Esterhazy
Lynn Digney-Davis, RN(NP), Ministry of Health
Louise Kowal, RN(NP), Arborfield
Diane McDougall, RN, Saskatoon
Amanda Morrissette, RN, Wadena
Margaret Wheaton, BPharm, Health Profession Representative, Biggar
Cheryl Hamilton, RN, Deputy Registrar, SRNA
Registration and Membership Committee

The Registration and Membership Committee held five meetings. Committee activities for 2008 included:

- Recommended denial for licensure to practice to an initial applicant on the basis of Good Character.
- Decision to accept two international applicants for initial licensure who could not provide verification of initial registration in the jurisdiction they obtained their nursing education due to extenuating circumstances.
- Selected the RN and RN(NP) continuing competence program auditors.
- Reviewed and denied two recognition of practice requests.
- Reviewed and granted one request for extension of the hourly requirements. One request for extension of the hourly requirement was initially denied and then granted by the Registrar on the basis of additional information that was subsequently provided by the member.
- Recommended that an international applicant be referred to the Internationally Educated Nurses Assessment Center at SIAST to determine if the applicant's competencies were equivalent to the entry level competencies of a Saskatchewan graduate.

Committee Members:
Correen Nagy-Malinoski, RN, Chair, Melville
Erin Haas, RN, Regina
Connie Lee, RN(NP), Prince Albert
Margaret Olfert, RN, Regina
Cheryl Hamilton, RN, Deputy Registrar, SRNA
Shirley McKay, RN, Director of Regulatory Services, SRNA
Membership Advisory Committee

The Membership Advisory Committee met in person twice, participated in teleconferences and communicated by email in 2008. Committee activities included:

- Three new members were orientated to the Committee.
- A public representative position was introduced to the Committee.
- The September organizational meeting was held in Regina where committee members reviewed the revised SRNA awards, recommended a process for external awards, suggested criterion for choosing internal and external committee appointments, recommended activities to link with members and heard a presentation on SRNA statutory committees arising from the RN Act, 1988.
- Recommended 12 members be appointed or re-appointed to SRNA Internal Committees and 5 members be appointed or re-appointed to External Committees.
- Launched the SRNA Member Recognition Awards booklet.
- Reviewed submissions and selected award recipients for the SRNA Member Recognition Awards including Millennium Awards, Memorial Book and Mentorship Award and made recommendations to Council for the Life and Honorary Award recipients.
- Recommended to Council the nomination of a public representative to the CNA Board of Directors.

Committee Members

Deanna Barlow, RN(NP) Chair, Regina
Joanne Petersen, RN Interim Chair June to Sept 2008, Moose Jaw
Fred Bordas, RN, Regina
Maitland Blackwell, Public Representative, Regina
Noelle Rohatinsky, RN, Saskatoon
Barb Fitz-Gerald, RN, Member Relations Coordinator, SRNA
Advanced Practice Advisory Committee

The purpose of the advisory committee is to provide advice related to:

- Dynamic, effective nursing advanced practice regulatory systems
- Bylaws and policy that support a nursing advanced practice regulatory framework, and
- Implementation plan for optimization of advanced nursing practice in the public interest.

The Advisory Committee met once in 2008 to:

- Provide advice related to national narcotic legislation Controlled Drugs and Substances Act Policy Framework and RN(NP)s prescribing narcotics and other controlled substances
- Review the RN(NP) Temporary Licence
- Provide update on current provincial RN(NP) practice and
- Discuss current issues related to RN(NP) practice.

Committee Membership:

Marlene Brown, RN, Saskatchewan Union of Nurses
Joyce Bruce, RN(NP), Faculty of Nursing, Saskatchewan Institute of Applied Science and Technology
Lynn Digney-Davis, RN(NP), Ministry of Health
Ray Joubert, Saskatchewan College of Pharmacists
Dr. Dennis Kendel, College of Physicians and Surgeons
Connie Lee, RN(NP), First Nations and Inuit Health (FN IH)
Colleen Bowen, RN, First Nations and Inuit Health (FN IH)
Tania Kristoff, RN, First Nations University of Canada
Jean Morrison, RN, Saskatoon Health Region
Gillian Oberndorfer, RN, Regina Qu-Appelle Health Region
Tor Veltheim, Saskatchewan Association of Health Organizations
Lynette L. Stamler, RN, College of Nursing, University of Saskatchewan
Dr. Rizqi Ibrahim, Saskatchewan Medical Association
Del Windrum, Saskatchewan Society of Medical Laboratory Technologists
Maureen Klenk, RN(NP), Nurse Practitioners of Saskatchewan
Karen Hart, RN(NP), Nurse Practitioners of Saskatchewan
Shirley McKay, RN, Director of Regulatory Services, Chairperson
RN(NP) Regulatory Policy Staff Advisory Committee

This committee is a staff advisory committee for the regulation and practice of RN(NP)s in Saskatchewan. The committee met five times, once face to face and four times via teleconference in 2008 to provide advice related to:

- RN(NP) prescription review bylaws
- RN(NP) education modules for the regulations of the Controlled Drugs and Substances Act, and
- Draft document on RN(NP) specialties.

Committee Members:

Joyce Bruce, RN(NP), Primary Care, White City
Shelley Cal, RN(NP), Primary Care, Hudson Bay
Cathy Jeffery, RN, Acting Chief Nursing Office (CNO), Saskatoon (Jan – June 2008)
Lynn Digney Davis, RN(NP), CNO, Ministry of Health, Southey (July – Dec 2008).
Karen Hercina, RN(NP), Primary Care, Prince Albert
Carolina McDonald, RN(NP), Neonatal, Saskatoon
Barbara Puckett, RN(NP), Neonatal, Saskatoon
Dr. Norma Stewart, RN, College of Nursing, Saskatoon (Jan – June 2008)
Dr. Lynnette Stamler, RN, Associate Dean, Graduate Studies, College of Nursing, Saskatoon (July – Dec 2008).
Maureen Klenk, RN(NP), Primary Care, Regina
Allan Higgs, Public Representative (appointed Sept 2008), Regina
Mary Humen, RN, Nightingale Nursing, Saskatoon (appointed Sept 2008)
Karen Eisler, RN, Director of Nursing Practice, SRNA Staff Support
Shirley McKay, RN, Director of Regulatory Services, SRNA Staff Support
2008 External Committees

Academic Health Sciences Network, Subcommittee on Nursing – Donna Brunskill, RN
Alliance of Asset Champions (40 developmental assets) – Sarah Liberman, RN, Patrick Livingstone, RN
Canadian Nurses Adjudication Committee – Joan Dudgeon, RN, Janlyn Frick-Rozdilsky, RN
Canadian Nurses Association Board – Colleen Toye, RN
Canadian Nurses Protective Society – Donna Brunskill, RN
College of Nursing Advisory Committee – David Kline, RN
College of Paramedics Phase 2 – Helen Grimm, RN
Continuing Care Assistant Program Advisory Committee – Diana McFarlane, RN
E Health Council – Donna Brunskill, RN
EHR Transition Services Working Group – Karen Eisler, RN
Health Quality Council, Quality Improvement Network – Barb Fitz-Gerald, RN
NEPS Advisory Committee – Beverley Pongracz, RN
Nursing Re-entry and Psychiatric Re-entry Program – Elizabeth Domm, RN
Perioperative Nursing Program Advisory Committee – Shannon Chernoff, RN
Primary Care Nurse Practitioner Program Advisory Committee – Mary Ellen Andrews, RN
Provincial Nursing Committee – Donna Brunskill, RN
SAHO Health Sector Partnership Steering Committee – Beverly Balaski, RN
Saskatchewan Coalition for Tobacco Reduction – June Blau, RN
Saskatchewan College of Midwifery Transitional Council – Linda Muzio, RN
Saskatchewan Mental Health Coalition – Darlene Scott, RN
Saskatchewan Prevention Institute – Roberta Evans, RN
Social Justice Coalition – Sarah Liberman, RN
University of Regina Senate – Shirley McNeil, RN
University of Saskatchewan Senate – C. Fay Puckett, RN
Life Membership
Roberta Mireau

Honorary Membership
Lt.Col. (retired) Harriet (Hallie) Sloan

Memorial Book
Betty Hailstone

Millennium
Jean Wilson Award for Employer of the Year
Cheryl Craig, RN

Granger Campbell Award for Clinical Excellence
Vivian Krogstad, RN

Effie Feeny Award for Nursing Research
Dr. Pammla Petrucka, RN

Elizabeth Van Valkenburg Award for Leadership in Nursing Education
Netha Dyck, RN

SRNA Yvonne Brown Award
Raylene Linton (Regina)
Marla Bjorgan (Saskatoon)
Kristin Henry (Prince Albert)

The new Jean Goodwill Award (for Aboriginal nursing students) was introduced and awarded to
Jessica Gervais (Regina)
Catherine Lefebvre (Saskatoon)
Registered Nurses Receive Centennial Awards

The Saskatchewan Registered Nurses’ Association (SRNA) is pleased to congratulate the following recipients of the prestigious one-time Canadian Nurses Association (CNA) Centennial Award. Nominated by their peers, each award-winner was recognized for exceptional contributions they made to the profession, the workplace and the health system.

Margaret Farley, Registered Nurse
Clinical Development Educator, Operating Room, Pasqua Hospital and Regina General Hospital

Jerry Bell, Registered Nurse
Program Development Educator, Emergency Department, Pasqua Hospital, Regina

Joan Sawatzky, Registered Nurse
Professor, College of Nursing, University of Saskatchewan

Sandra Bassendowski, Registered Nurse
Associate Professor, College of Nursing, University of Saskatchewan
President
Colleen Toye, RN, North Battleford, 2007 – 2009

President-Elect
David Kline, RN, Drake, 2007 – 2009

Public Representatives
Mike Fisher, Melville, 2006 – 2009
Anne Lavack, Regina, 2005 – 2008

Executive Director
Donna Brunskill, RN, Pense, 2000 – 2009

Members-at-Large
Mark Tarry, RN(NP), Wynyard, 2008 – 2010
Patrick Blais, RN, Turtleford, 2007 – 2009
Sandra Brown, RN, Saskatoon 2006 – 2008
Kandice Hennenfent, RN, Moose Jaw, 2007 – 2009
Sandra Weseen, RN, Melfort, 2008 – 2010
Debbie Kosabek, RN, Regina, 2008 – 2010

Left to Right: David Kline, RN, Mark Tarry, RN(NP), Mike Fisher, Kandice Hennenfent, RN, Donna Brunskill, RN, Colleen Toye, RN, Sandra Weseen, RN, Debbie Kosabek, RN, Brenda Mishak-Beckman, RN(NP), Patrick Blais, RN
Missing: Sandra Brown, RN and Anne Lavack
Executive Office
Donna Brunskill, RN, Executive Director
Dianna Pedersen, Executive Assistant
Sarah Liberman, RN, Policy Advisor

Communications & Corporate Services
Susan Smith Brazill, Director
Maureen Belanger, Communications Coordinator
Cheryl Olson, Promotions & Events Coordinator (to October 2008)
Kristal Van Den Akker, Reception & Promotions
Susan Greenman, Reception
Trevor Black, Manager, Finance & Technology
Cheryl Weselak, Systems Administrator
Janet Kenyon, Building Services Coordinator
Bruce Dawson, Records Administrator
Maria Victoria Kos, Senior Assistant, Finance & Receivables

Regulatory Services
Shirley McKay, RN, Director/Registrar
Janet Shafer, Executive Assistant
Bev Veresh, Executive Assistant
Brenda Hahn, Registration Assistant
Karen Rhodes, Registration Assistant
Norma Biberdorf, Registration Assistant
Dawn Aschenbrener, Registration Assistant
Elladee Muir, Registration Assistant
Deb Walker, Registration & Revenue Coordinator
Nikita Schmidt, Registration Assistant
Cheryl Hamilton, RN, Deputy Registrar
Jeanine Brown, RN, Regulatory Services Consultant
Marlene Lindberg, RN, SRNA Consultant (to November 2008)
Rhonda O’Hagan, RN, Competence Assurance Coordinator
Marilyn Morrison, Assistant Regulatory Services

Nursing Practice
Karen Eisler, RN, Director
Debbie Cummings, Assistant
Deanna Makarchuk, Assistant Member Relations (to December, 2008)
Adeline Michayluk, Assistant Member Relations
Beverly Balaski, RN, Practice Advisor
Linda Banerjee, RN, Practice Advisor (Weyburn)
Linda Muzio, RN, Practice Advisor
Della Stumborg, RN, Practice Advisor (Swift Current)
Patrick Livingstone, RN, Practice Advisor (Norquay)
Barbara Fitz-Gerald, RN, Member Relations Coordinator
Greg Riehl, RN, Practice Advisor
Beverly Duncan, RN, Practice Advisor
Cindy Kuster-Orban, RN, Practice Advisor (to July 2008)
The PPGs and Chapters are:
Administrative Nurses Professional Practice Group, Cathy Jeffery, RN, President
Environmental Professional Practice Group, Jocelyn Orb, RN, President
Global Professional Practice Group, Pammla Petrucka, RN, President
Nurse Practitioners of Saskatchewan, Maureen Klenk, RN(NP), Chairperson
Parish Nursing Professional Practice Group, Judy Johnson, RN, President
PeriAnesthesia Nurses Group of Saskatchewan, Fran Langevin, RN, President
Retired Nurses Professional Practice Group, June Blau, RN, President
Saskatchewan Operating Room Nurses Group, Candace Franke, RN, President
Saskatchewan Emergency Nurses Group, Stephanie Carlson, RN, President
Saskatchewan Chapter for Canadian Association of Critical Care Nurses, Angela Kubiak, RN, President
Saskatchewan Gerontological Nursing Association, Dawn Winterhalt, RN, President
Saskatchewan HIV/AIDS/HCV Nursing Education Organization, Laurel Stang, RN, President
Saskatchewan Occupational Health Nurses Group, Sandra Rendall, RN, President
Saskatchewan Nursing Informatics Association, Eithne Reichert, RN, President
Saskatchewan Renal Professional Practice Group, Rhiannon Thomas, RN and Catherine Nadiger, RN
  Co-Chairs

Chapters:
Nipawin Chapter, Amber Barrie, RN, President
Prairie West Health District Chapter, Dale Ternes, RN, President
Watrous Chapter, Karen Gatzke, RN, President
From left to right, standing (back row) Susan Leier, RN, Valerie Adrian, RN, Jane Deters, RN, Debbie Sebastian, RN
Left to right, sitting (front row) Sandra Rendall, RN, Marcia Wiltse, RN, Monique McIntosh, RN, Yvonne Mulrooney, RN
The SRNA gratefully acknowledges its affiliation with the International Council of Nurses and the Canadian Nurses Association.
professional responsibility & accountability
knowledge-based practice
ethical practice
service to the public
self-regulation

Standards & Competencies (SRNA, 2007)