

Council Notes

The SRNA 13-member Council met for two and a half days on June 11 to June 13, 2019, for a Council orientation and meeting. The following is an overview of the discussions that occurred and decisions that were made.

Message from the Executive Director

SRNA Executive Director, Cindy Smith, presented her report to Council. This update was presented using the SRNA's 2018-2020 strategic plan to demonstrate the work and progress completed. Some of the updates she, along with the SRNA Leadership Team, provided included:

Accountable, effective, transparent profession-led regulation:

- The yearly Continuing Competence Program (CCP) audit will take place June 25-27, 2019. The SRNA pulled a statically valid number of RNs, RN(NP)s and RN(AAP)s to audit.
- An investigations and discipline update that included the addition of two new investigators and a review of total active cases:
 - Currently 78 active complaints, with an average of nine per month received
 - Following the Professional Standards Authority (PSA) review, the team reassessed the triaging and risk assessment process
 - Currently there are nine cases that rank as high risk to the public
 - Three discipline hearings scheduled for June
- An update on the Strom Appeal process was provided:
 - SUN, the BC Civil Liberties Association and the Canadian Constitution Foundation were granted intervenor status on June 4, 2019
 - The appeal hearing will take place the week of September 16, 2019
- An update on the most recent Canadian Council of Registered Nurse Regulators (CCRNR) meeting in Halifax on May 14, 2019, was presented:
 - Provincial Nurse Advisors Task Force (PNATF) Consultations
 - Educators, regulatory bodies, employers, unions, students attended the consultations
 - Deputy Ministers encouraged principal nurse advisors to get together
 - Consultations reviewed regulation, education and scope of practice
 - Talks about optimizing scope of practice
 - Discussion about removing the dual mandate
 - On June 11, 2019, the chair of PNATF committee met with the chair of CCRNR, and with LPNs and RPNs to discuss the consultations

- An update on the Canadian Nurse Regulators Collaborative meeting that involved a review of the terms of reference for the Language Proficiency Steering Committee (LPSC) and attendees affirming the importance of public protection, collaboration and consistency.
- An update on the 2019 bylaw submission process for the administrative and regulatory bylaws passed by membership at the 2019 Annual Meeting.
- An update on the RN(NP) prescribing for opioid use disorder (OUD) and methadone for pain process. To date, four applications have been submitted.
- An update on the national RN(NP) regulation project that looks at RN(NP) practice across Canada. The work is complete, and the data will be presented to CCRNR in the fall to review.
- The Canadian Nurse Practitioner Exam (CNPE) was facilitated by the SRNA in early June, with 10 writers and 10 successful outcomes.
- A progress report on the implementation of Open Regulate, the SRNA's new member database. Implementation is 60 percent complete and prototype sessions are in progress, with a tentative live date in August.

Excellence in professional practice:

- An update on the implementation of FLO, the practice call application used by the SRNA practice team. The application provides a risk assessment and grades calls. Key themes from questions from members were also identified and presented.
- A review of the Online Community of Practice, including:
 - Four groups
 - 729 members
 - 206 discussion topics
 - 455 total posts
 - Next focus will be on launching a mentorship-focused group
- An update on the Registered Nurse Speciality Practices (RNSPs) consultations held with individuals and agencies. Further outreach will take place by the end of 2019.

Integral partners in health:

- A comprehensive update on all committee work was provided to Council. This included an update on vacancies and terms, upcoming meetings and work to be completed.
- A review of the SRNA's media efforts, including stories featuring SRNA initiatives and events, and a review of the SRNA's social media presence.
- An update on the employee engagement work started for SRNA employees.

President's Report

President Warren Koch reported on his activities since his inauguration at the 2019 annual meeting in May. Warren represented the SRNA at several conferences and meetings. Following the SRNA Annual Meeting, Warren attended the SALPN Conference and Annual Meeting, where he connected with the chairs and executive director and confirmed the nursing regulatory bodies will meet quarterly. In early June, Warren joined Joanne Petersen and Executive Director Cindy Smith in

Vancouver for the Canadian Nurses Association (CNA) Annual General Meeting and board meeting, where he was elected as an official board member of the CNA. He covered the Nursing Now presentation that focused on three pillars—the nursing leadership pillar, the chief nursing officer pillar and the indigenous pillar. Finally, Warren discussed that the CNA has declared 2020 the year of the nurse with a focus on leadership.

Truth and Reconciliation

SRNA Elder, Jeanne Sutherland, was present for all three days of Council meetings. She provided an opening prayer each day, blessing the Council members and decisions that were to be made. She also offered that she conduct a question and answer session with Council members to answer any questions they may have about ceremonies and traditions. This session will be incorporated into the Council retreat in August, at which point Council can come prepared with questions or queries about Saskatchewan indigenous culture.

Review of *The Registered Nurses Act, 1988* & *SRNA Bylaws 2019*

Roger Lepage, Legal Counsel for the SRNA, reviewed *The Registered Nurses Act, 1988* and *SRNA Bylaws 2019* with Council members. He reviewed and explained the legalities and legislative definitions regarding Council's responsibility to the public and the membership. Some of these highlights include:

- A review of the definitions in the Act, specifically the scope of practice for registered nurses, the role of the registrar, how Council can delegate authority and the purpose of special meetings.
- A review of the bylaw process, voting process and the government requirements for approving or denying bylaws.
- A review of the registered nurse registration and licensure, including good character requirements, conditions and restrictions on licenses, grad nurse licence status and the right to appeal process.
- An overview of the professional misconduct review, including a review of the responsibility of colleagues, the importance of responding to the regulatory body and what happens when there is a failure to disclose relevant information.
- A review of the Discipline Committee and the Investigation Committee, and the roles they play in governance.
- A summary of the 15 bylaws that govern SRNA members and the recent changes adopted in 2019.

Dinner Meeting with the Saskatchewan Union of Nurses (SUN)

Members of SRNA Council and the Saskatchewan Union of Nurses (SUN) met for a dinner meeting. Discussions focused on scope of practice, educating members, member competency, the importance of engaging with new grads, and the possibility of partnering together for a mentorship and leadership program. The conversation carried a strong sense of collaboration and aligning efforts to represent registered nursing in Saskatchewan.

Review of Council Duties and Responsibilities

Council members reviewed the different duties and responsibilities they have to ensure consistent governance. Some of these duties and responsibilities include:

- Ends and ends items monitoring

- Executive limitations monitoring
- Governance process monitoring
- Primary Council linkages

Meeting with the Chair of the Investigation Committee

Sandy Weseen, Chair of the Investigation Committee, presented how the Committee operates, how decisions are made, and how they work within The Registered Nurses Act, 1988. Following her presentation, there was an open discussion for any questions or comments. She reaffirmed that there is always a commitment to do the right thing for the members they serve and for the public.

Nursing Education Program Approval Committee (NEPAC)

Jolene Issel, RN(NP), SRNA Advisor and Staff Liaison to the Nursing Education Program Approval Committee (NEPAC), presented an overview of the Committee's functions. Some of this overview included:

- The role of NEPAC and its delegated power by Council to make decisions around program approval processes.
- The Committee consists of four RNs, one of whom is an RN(NP), two public representatives, one government representative and one representative who practices in a different regulated health profession.
- The move to make NEPAC a Council committee from an advisory committee to the Executive Director:
 - This allows for a true appeal process within program approval
 - Clarified lines of communication and decision-making power
- The new Council policies 3.4.5 and 3.4.5.1 that made NEPAC a Council committee and amended the appeal process for NEPAC decisions to Council regarding program approval.
- The single draft program approval document to replace the current four documents in Bylaw guiding program approval. This new proposed document will improve transparency and clarity around expectations, decision-making authority and outcomes.
- A review of the NEPAC timelines.

Executive Limitations Policy Monitoring

Council affirmed the following policies are in compliance:

Policy 2.1 Treatment of Staff

Policy 2.3 Financial Management

Policy 2.12.2 Anonymous & Confidential Reporting

Council affirmed the following policies are not in compliance:

Policy 2.12 Ethical Behaviour, because 2.12.1 is non-compliant

Policy 2.12.1 Code of Conduct, because the policy is in draft

Governance Process Policy Monitoring

Council affirmed the following policies are in compliance:

Policy 3.7 Code of Conduct

Policy 3.8 Conflict of Interest

A Discussion Regarding the Professional Standards Authority (PSA) Report

The SRNA is developing a formal action plan addressing the unmet standards and recommendations in response to the Professional Standards Authority (PSA) Review. In the meantime, the SRNA has already undertaken implementing strategies addressing specific recommendations. SRNA Registrar and Director of Regulatory Services, Jayne Naylen Horbach, presented the first few strategies that are already underway. Some of these strategies include:

- Meeting with SRNA investigation team and the Investigation Committee to go over the report and identify a more detailed approach using a phased approach with three-month blocks.
- The SRNA requesting a legal opinion to provide support for implementation.
- Developing and implementing a monthly triage and risk assessment process.
- Planning an education day for the Discipline Committee and the Investigation Committee.
- Preliminary planning underway to develop a process map for complaints and investigations.
- Developing a quality assurance process for correspondence, mailing and access to files.
- Developing a communications strategy to ensure the public and SRNA members are informed of progress.

A Review of the 2019 Annual Meeting and Conference Evaluations

Tonya Blakley, SRNA Director of Communications and Public Relations, presented the feedback and key themes gathered from the 2019 Annual Meeting and Conference evaluations. Some of these highlights include:

- 84 percent of attendees identified as RNs
- 77.48 percent of respondents had attended the Conference and Annual Meeting previously
- 22.52 percent of respondents indicated this was their first Conference and Annual Meeting
- 94.52 percent of attendees said the conference provided information useful to their work
- 89 percent of attendees said it's a priority to attend the annual meeting
- Respondents found the most value in networking, speaker presentations, efficiency of online and onsite registration and event location
- Attendees were pleased with the variety of speakers and topics, but did indicate a need for more variety in concurrent sessions

- A request to have more educational opportunities for members throughout the year
- Members place a great deal of importance on transparency— access to the budget, how membership fees are used, and providing copies of resolutions to each member
- Attendees appreciated the awards banquet format
- Leadership remains a key theme and focus
- Attendees appreciated the format of the revolving conversations and the ability to share

Discussion on the Format of Council's Annual Retreat

Tonya Blakley, SRNA Director of Communications and Public Relations, facilitated a conversation with Council regarding the annual retreat in August. Council emphasized the importance of empowering RNs, team work, being more involved with members and following through on decisions. Council will take this opportunity to revise the Ends and develop an action plan for implementation and will develop the values that will guide Council and SRNA staff. Council will use this retreat as a chance to check-in and ensure they are on the right course.

Draft Council Policy Governance Process Policy 3.4.5 and 3.4.5.1

Jolene Issel, RN(NP), SRNA Practice Advisor and SRNA Staff Liaison to the Nursing Education Program Approval Committee (NEPAC), reviewed the changes made to Policy 3.4.5, Nursing Education Program Approval Committee (NEPAC). There is no substantial change to terms of reference and the required competencies remain the same. Council accepted the policy 3.4.5 as presented.

Draft Policy 3.4.5.1, Appeal Process for the Nursing Education Program Approval Committee (NEPAC), covers the appeal process for NEPAC and how this appeal process is different than others, specifically that it deals with institutions rather than individuals. Council accepted the policy 3.4.5.1 as presented.