

SASKATCHEWAN



ASSOCIATION

SRNA 2012 Annual Report

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Ministry of Health



Minister Duncan

A Message from Ministers Duncan & Weekes

On behalf of the Government of Saskatchewan and the Ministry of Health, we are pleased to extend greetings to all members of the Saskatchewan Registered Nurses' Association.

You are valued members of the health care team. We appreciate all the work that you do to provide care and support to patients and their families. Thank you to the SRNA for partnering with us to ensure that Saskatchewan is an attractive place for registered nurses to work and for supporting our efforts to build the province's nursing workforce. Over the course of the past four years, we exceeded our commitment to hire 800 new nurses and today there are over 940 more practicing across the province.



Minister Weekes

Saskatchewan's economy is growing and that means we will continue to need more registered nurses and other health care professionals, complete more surgeries, shorten wait times and improve patient care. We look forward to continuing to work in partnership with the SRNA in supporting the needs of Saskatchewan patients.

Your government is committed to a health system that provides better health, better care, better value and better teams to serve the people of Saskatchewan, whether they live in urban centres or rural and remote areas of the province. We are also committed to building quality workplaces that support patients, their families, RNs and all health care providers.

RNs are vital to the delivery of health care. We appreciate your many contributions and thank you for your dedication to patient and family-centred care.

Dustin Duncan
Minister of Health

Randy Weekes
Minister Responsible for Rural and Remote Health

ICN President



A Message from the International Council of Nurses

It is with great pleasure that I send you greetings from the ICN Board of Directors, staff and our 134 member national nursing associations.

As you reflect on the past year and what you have accomplished, I hope that you will feel proud of your achievements. The Saskatchewan Registered Nurses' Association has much to be proud of: by recognising the diverse roles of nurses in your province, throughout Canada and the world you are supporting those nurses in their work and striving for excellence in the profession. I have particularly been impressed by the quantity and quality of the information you make available to your members. Nurses must be informed and aware of the issues around them, not just in their own communities but nationally and internationally. At ICN, we strive to provide nurses with access to information on a global level and to represent each of you at the highest decision making tables so that your voice is heard at all levels of society – in the community, in the Canadian government, and internationally. We make interventions on behalf of nurses at the World Health Assembly, produce publications on issues of importance to nurses worldwide, scan the nursing environment to pinpoint nurses' concerns and share nursing research and innovation to name but a few of our activities.

I am delighted that, through the Canadian Nurses Association and ICN, members of the SRNA have access to information, knowledge and skills. I urge you to make the best use of this information – whether it concerns governmental changes to health systems, continuing education or new technology. Knowledge is the best tool we can have to improve the quality of care for our patients and to improve the profession of nursing.

On behalf of ICN, I would like to thank you for your commitment and hard work in 2012 and wish you all success in 2013. I hope many of you will be joining us in Melbourne, Australia in May 2013 for the ICN 25th Quadrennial Congress.

Rosemary Bryant, RN
President International Council of Nurses

CNA President



A Message from the Canadian Nurses Association

It is my honor and privilege to extend warm greetings to the Saskatchewan Registered Nurses' Association (SRNA) on behalf of the staff and board of the Canadian Nurses Association (CNA).

Throughout 2012, SRNA and CNA continued our longstanding tradition of working together to support and advance nursing and health care. The strong leadership president Kandice Hennenfent brought to the CNA board table, to its governance and leadership committee and to its committee of recognition, and the insight and experience executive director Karen Eisler brought to the finance and audit committee, were truly invaluable.

CNA is committed to advancing nursing and health, and it is only through the collective efforts of dedicated jurisdictional members like SRNA that we will affect change. The participation of your president, president-elect and executive director in CNA's Parliament Hill Day in November influenced change, as they brought nursing solutions for improving health and the health-care system directly to some of Saskatchewan's MPs and other parliamentarians. Also, CNA and SRNA's collaboration on the Nurse Practitioners: It's About Time! public awareness campaign positioned NPs as a solution to timely access to the right care.

United in our commitment to advance nursing excellence and contribute to positive health outcomes, I salute SRNA, its board, management team and members, and I look forward to a strong future of continued collaboration.

Barb Mildon, RN, PhD, CHE, CCHN(C)
President Canadian Nurses Association

SRNA President



A Message from our President

The experience of being the President of SRNA and sitting on the CNA board has allowed me the privilege of working with leaders in the nursing profession, provincially and nationally. Through my years of nursing, I have learned that you do not have to be in a formal leadership role to be a true leader. More often than not, a true leader is behind the scenes.

It has been a busy year for me. At the CNA Biennium in Vancouver, I met wonderful RNs from across and outside of Canada. In Malta, I attended the ICN where I had the privilege to hear stories from RNs working in countries who have dealt with terrible disasters.

It is important to share our own stories with our students too. This relationship is what will build our nursing communities and foster the nursing legacy. The collaboration between students and all nurses is important because it continues our education in and out of the workplace.

This year has confirmed for me that nursing is a wonderful profession and I made the right choice 30 years ago. I have learned that there are many leaders within our profession and like me they bring a passion to their work. I believe that when students see the passion and excitement that we have for this profession they get a sense that they too, have chosen the right profession. Sharing my passion and experience at the end of my nursing career, I feel that I have come full circle in this wonderful profession.

Kandice Hennenfent, RN
President SRNA

SRNA Executive Director



A Message from our Executive Director

Change is a constant for all of us, and the SRNA has been involved in many changes this past year. This report includes many of the accomplishments of 2012 and some of our challenges. Through legislation, the nursing profession has been given the privilege of profession-led regulation. This means that the nursing profession and its members are leaders in ensuring the public interest is forefront and centre.

Thank you to the many members involved in approving programs, developing standards, participating in investigation and discipline committees, discussing the Code of Ethics with colleagues, and teaching the public and other disciplines about what you do. These are examples of RNs and RN(NP)s leading nursing regulation. This is the mandate of the SRNA: the SRNA is each of our members working to keep the public interest at the core of all we do.

Thank you to SRNA council members who give generously of time and knowledge to set the SRNA direction so that we can accomplish the mission of "Competent, caring, knowledge-based registered nursing for the people of Saskatchewan."

Thank you to all our stakeholders who continue to work collaboratively with us in many areas and on many projects. We look forward to continuing our relationship with you in 2013.

I would also like to thank our staff for their dedication and commitment in giving excellent service to our members, council, and stakeholders.

Together we can achieve our shared goal of excellence in profession-led regulation.

Karen Eisler, RN, PhD
Executive Director SRNA

"The world as we have created it is a process of our thinking. It cannot be changed without changing our thinking."

Albert Einstein

SRNA Council



Robin Evans, RN



Janice Giroux, RN



Sherry Culham, RN



Noreen Reed, RN



Signy Klebeck, RN



Jeannie Coe, RN(NP)



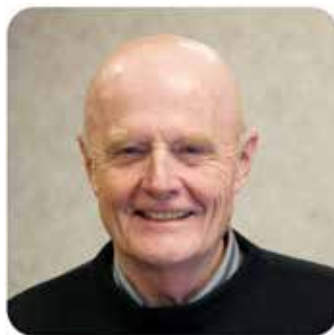
Glen-mary Christopher, RN



Pamela Komonoski, RN(NP)



Kandice Hennenfent, RN



James Leach
Public Representative



Heather McAvoy
Public Representative



Karen Gibbons
Public Representative



Karen Eisler, RN

Vision

Registered Nurses as partners in an informed healthy society.

Mission

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

Ends

END 1 There is profession-led regulation ensuring accountability and professionalism in the public interest.

END 2 RN and RN(NP)s provide individual and family-centred, ethical, compassionate care for the public.

END 3 The nursing profession contributes collaboratively to a proactive health system that meets the present and emerging health needs of the public.

END 4 Public policy makers have compelling evidence of; the value of a health system that is universal, accessible, publicly administered, comprehensible, portable and accountable, and; the value of primary health care.

In the Public Interest

The SRNA is the professional profession-led body for the province's RNs and RN(NP)s. *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 education programs.

SRNA

2012

**Accomplish-
ments**

SRNA 2012

Accomplishments

SRNA exists so there will be profession-led regulation for RNs and RN(NP)s; individual and family-centred, ethical compassionate care; a proactive health system that meets the present and emerging health needs of the public; and support for the principles of primary health care. In 2012, programs and services reflected our commitment to enable the registered nursing profession to practice effectively in an ever-changing health care sector while sustaining public confidence in the registered nursing profession. The following provides a summary of activities:

END 1. There is profession-led regulation ensuring accountability and professionalism in the public interest.

Canadian Council of RN Regulators (CCRNR)

The SRNA belongs to CCRNR, made up of representatives from Canada's 12 provincial/territorial bodies that regulate the practice of RNs. The purpose of CCRNR is to promote excellence in professional nursing regulation, and serve as a national forum and voice regarding interprovincial/territorial, national and global regulatory matters for nursing regulation.

Founded in 2011 and incorporated in 2012, CCRNR worked together to serve and protect the public interest by advancing excellence in nursing regulation.

In Canada, twelve nursing regulatory bodies regulate the practice of the close to 270,000 registered nurses including 2,500 nurse practitioners. Regulatory bodies represented on CCRNR protect the public by implementing, administering and enforcing: requirements for entry-to-practice; requirements for renewal of licensure; requirements for continuing competence; standards of practice; best practices in all regulatory processes; and the investigation of concerns regarding the conduct of a member.

Canadian RN and RN(NP) Examinations (CRNE & CNPE)

The level of competence of RNs and RN(NP)s is measured in part by the CRNE and CNPE.

Results of the CRNE

February 2012:

Saskatchewan graduates: 88%; National: 87.24%
IENs (Saskatchewan): 50%; National: 43.32%;

June 2012:

Saskatchewan graduates: 92 % National: 86.93%
IENs (Saskatchewan): 50% National: 50.99%;

October 2012:

Saskatchewan graduates: 95%; National: 74.9%
IENs (Saskatchewan): 73%; IENs National: 52.12%

Due to the low number of RN(NP) graduates writing, the CNPE statistics are not available.

Internationally Educated Nurses

The total number of IEN applicants increased slightly in 2012.

A total of 197 IENs compared to 165 in 2011; 350 in 2010; 718 in 2009; 856 in 2008; and 238 in 2007 applied for licensure in Saskatchewan.

A total of 33 IEN applicants were deemed equivalent (eligible to write the CRNE) and 27 of the 33 wrote the CRNE in 2012.

A total of 16 IEN applicants wrote and passed the CRNE on the first attempt.

The remaining applicants have not completed the assessment process due to outstanding documents and English language proficiency requirements; or due to the requirement to complete a substantive equivalent competence assessment and/or remedial education. A total of 921 IEN files were closed as they did not proceed with the application.

A Closer Look at Registration

A total of 376 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 practise 1800 hours in three years (600 hours of which must be direct clinical practice).

In 2012, 161 RN(NP)s were practising as of November 30, 2012 with 150 of these in Primary Care, eight in Neonatal, two in Adult, and one in Adult-Women's Health.

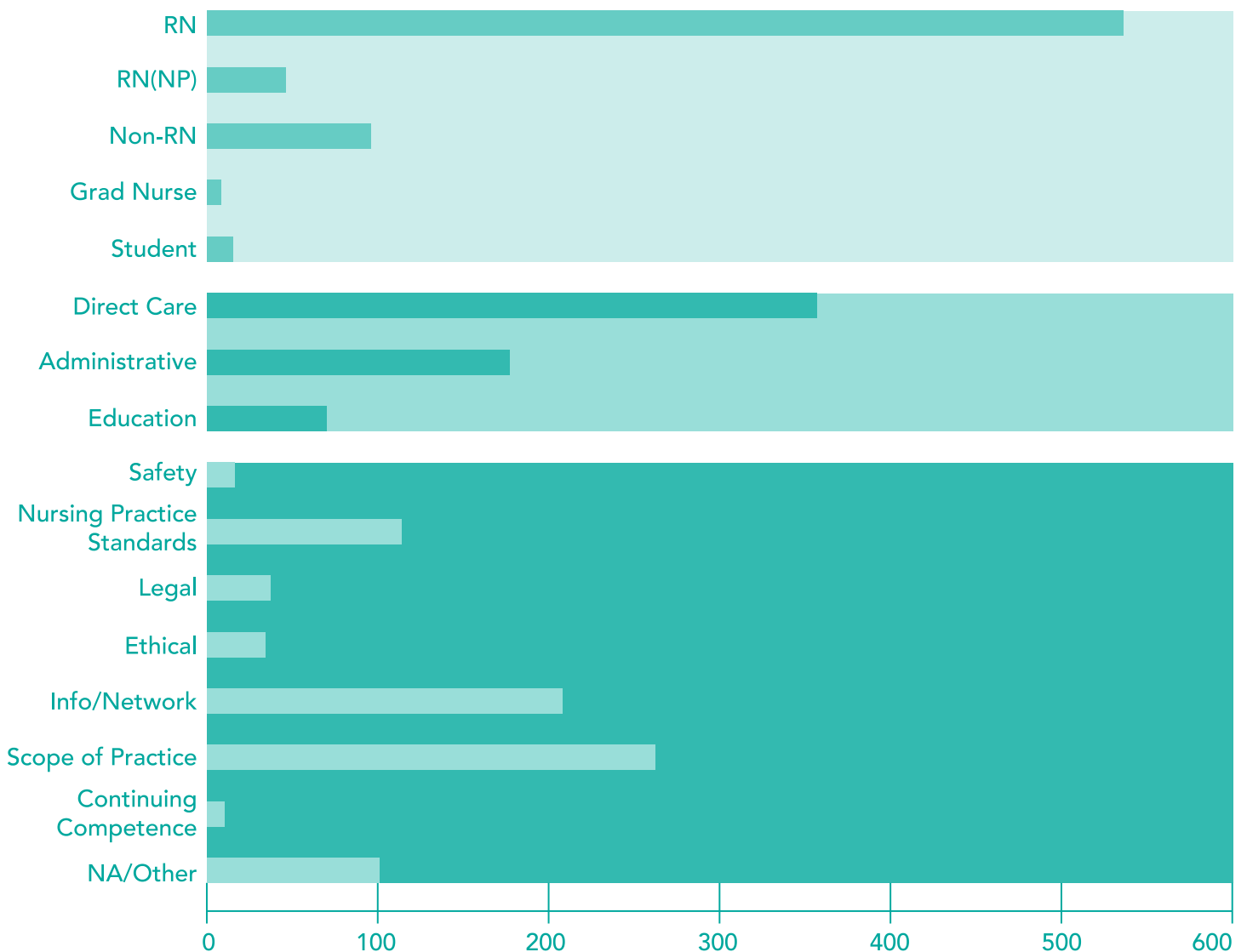
The Employer Newsbulletin, introduced in 2006 to inform RN and RN(NP) employers about regulatory and professional issues, was circulated via e-mail and posted on the SRNA web-site in March and September 2012.

Supporting RN Practice

The SRNA Practice Team is available for consultation on professional practice issues. This confidential service is designed to enhance and promote safe, ethical and competent practice. The protection of the public is the primary goal. The provision of support, advice, information and resources assists nurses to meet practice standards, promotes good nursing practice and prevents poor nursing practice.

In 2012 (January 2 – December 31), there were 702 nursing practice advisement calls: 51% of calls came from direct care, 25% from administration, 10% from education, and 13.5% were non-RN calls. Calls were related to safety, nursing practice standards, legal, ethical, information/networking, scope of practice and continuing competence.

2012 Practice Calls



2012 Practice Calls

“Ask a Practice Advisor” columns provided information and direction on the responsibility and accountability of a RN working with unregulated care providers, responsibilities as a supervising RN, and social media.

SRNA staff was involved in Canadian Council of Registered Nurse Regulators (CCRNRR) Multijurisdictional New Classes of Practitioners Regulations (NCPR) Working Group. This committee reviewed national standards and competencies, future national exams and guidelines for educational requirements for upcoming RN(NP) authority to prescribe narcotics, benzodiazepines and controlled drugs under Controlled Drugs and Substance Act.

SRNA staff was involved in collaborative meetings with colleagues from Saskatchewan Ministry of Health, Saskatchewan. College of Pharmacists, College of Physicians and Surgeons of Saskatchewan and College of Dental Surgeons to discuss provincial legislation to provide upcoming RN(NP)s authority to prescribe narcotics, benzodiazepines, controlled drugs under the Controlled Drugs and Substance Act.

SRNA published two resource documents: Guidelines for Graduate Nurse Practice and Self-Employed Practice: Guidelines for Registered Nurses.

SRNA staff participated on the national Jurisdictional Competency Process committee to revise pan-Canadian entry-level competencies.

Optimizing the Scope of the RN

In 2012 the Optimizing the Scope of the Registered Nurse project team worked with members, the College of Physicians and Surgeons of Saskatchewan and many other stakeholders to find a viable solution to the dissolution of the Transfer of Medical Function process. The goal is to find a solution that will sustain the high quality health care delivered to the people of Saskatchewan.

National Nursing Week

The theme for the 2012 National Nursing Week was Nursing – the health of our nation.

The SRNA, Saskatchewan Association of Practical Nurses (SALPN) and the Registered Psychiatric Nurses Association of Saskatchewan (RPNAS) co-sponsored a National Nursing Week advertisement in the two provincial daily papers.

Communications

The SRNA NewsBulletin was published four times in 2012 and made available to all members and to the Saskatchewan Nursing Education Program sites.



Annual Meeting and Conference

365 RNs, RN(NP)s, students and stakeholders attended the 96th SRNA Annual Meeting and Conference ‘Be the Voice – Quality and Patient Safety’ in Regina, Saskatchewan, May 2 and 3, 2012.

Competence Assurance

Competence Assurance undertook 51 active investigations in 2012 with 34 decisions made by the Investigation Committee, and six carry-over active investigations from 2011 were resolved. There remain 17 active investigations as of January 1, 2013 awaiting resolution.

Competence Assurance undertakes to provide written notification of a report to the report writer and member within 30 days of receipt. In 86% of the cases initiated in 2012 written notification was completed within the expected timeframe. The remaining 14% of cases were delayed to complete preliminary communication with the report writer to ascertain jurisdiction, and identify involved members prior to launching an active investigation.

The majority of cases resolved in 2012 resulted in a Dismissal with a Letter of Guidance.

A benchmark of four months is utilized for Competence Assurance decisions to be made by the Investigation Committee. Turnaround time is measured from the date the written report is received by the SRNA until the date of decision rendered by the Investigation Committee in an investigation (i.e.: Dismissal, Dismissed with a Letter of Guidance, Consensual Competence Resolution Agreement [CCRA], Revised CCRA or referral to Discipline). The turnaround time does not include the negotiation of a CCRA nor the time for the completion of a Discipline Hearing. Decisions by the Investigation Committee were achieved within the benchmark in 76% of the investigations. Delays in resolution occurred in 24% of the investigations related to: preliminary communication with report writer(s), completion of required interviews, collection of required evidence/documentation, and general negotiations.

Between January 1, 2012 and December 31, 2012 a total of 31 report-writer surveys and 40 member surveys were distributed to participants. Compared to the 2011 statistics, there was a 29% return rate for report writers representing a decrease and an increase of 35% for members.

2012 Survey Results Indicated:

83% of participants felt they had been provided with the required information about the process

74% of participants felt the process was fair and unbiased

70% of participants felt the process was timely

87% of participants felt the process was transparent

78% of participants felt the process was effective, and

87% of participants felt they process was confidential.

These statistics indicate continued opportunities for improvement with report writers and members.

Low Level Resolution

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

A total of four members of the SRNA signed Consensual Competence Resolution Agreements, and four members of the SRNA signed Revised Consensual Competence Resolution Agreements in 2012.

There were as of December 1, 2012 14 Consensual Competence Resolution Agreements currently monitored by the Registrar's Office, and nine members successfully completed the conditions and/or restrictions of their agreements in 2012.

END 2. Individual and family-centred, ethical, compassionate care for the public.

SRNA Staff provided two presentations on the 'Code of Ethics for Registered Nurses' in Weyburn (June 2012) and Saskatoon (October 2012).

Ongoing ethics information was highlighted in the SRNA NewsBulletin 'Ethics Corner' including: Documentation: An Ethical Consideration' (Winter 2012); 'Ethics and Professionalism' (Spring 2012); and 'Cultural Diversity and Cultural Competence' (Summer 2012).

SRNA Staff co-presented sessions about 'Collaborative Practice' with colleagues from SALPN in La Ronge (April 2012), Regina (October 2012) and Saskatoon (November 2012).

END 3. The nursing profession contributes to a proactive health system that meets the present and emerging health needs of the public.

Program Approval

SRNA is responsible for the approval of nursing education programs. Activities of the Nursing Education Program Approval Committee included:

Review of the annual update of the following programs:

Practitioner Program (SIAST); RN Re-entry Program; Primary Health Care RN(NP) Master of Nursing Program (University of Saskatchewan); Collaborative Bachelor of Science in Nursing (SCBScN) Program (University of Regina/SIAST); NEPS (Dissolution); and Bachelor of Science in Nursing (BSN) Program (University of Saskatchewan).

Selection of Assessment Team for the Collaborative Nurse Practitioner Program (U of R /SIAST). Approval process scheduled for 2013.

Selection of Assessment Team for the RN Re-Entry and ONCIEN programs. Approval process scheduled for 2013.

Development of the draft Nursing Education Program Approval Standards and Criteria for 'The RN with Additional Authorized Practices' Courses.

Development of a draft PLAR Framework for the RN with Additional Authorized Practices.

SRNA Continuing Competence Program

The RN and the RN(NP) Continuing Competence Program (CCP) audits ran concurrently in May. Both audits were retrospective for the 2011 registration year.

CCP requirements include: evidence of participation in the CCP for the practice year (self-assessment; peer feedback; learning plan; evaluation); linkages between the required components; evidence of completion of learning activities and evaluation of the impact of learning on nursing practice; and relevance of learning plan to practice and role.

The auditors noted that one common theme emerged this year: several members did not obtain their feedback in the appropriate licensure year.

Results of the audits: RN - 84.6 % compliance; RN(NP) – 92.8% compliance.

Each noncompliant member was contacted and conditions were imposed on their licence. All noncompliant members have met the conditions imposed and have been licensed for 2013.

Member Links

A total of 34 members participated in SRNA Regional workshops in Saskatoon and Weyburn. Presentations by SRNA Nursing Practice Advisors included Code of Ethics, Scope of RN and RN(NP), Continuing Competence, Competence Assurance and Quality Documentation.

SRNA staff provided three telehealth sessions on Quality Documentation.

Beginning in May, SRNA partnered with the Canadian Nurses Association in the *It's About Time* Nurse Practitioner Campaign. The goal of the six-week campaign was to increase public awareness of the role of NPs and to acknowledge NPs as essential care providers within Saskatchewan Primary Health Care Teams. Throughout the campaign, SRNA had opportunities to build relationships with CNA, Ministry of Health, RN(NP)s and other stakeholders.

SRNA staff participated in a CNA Clinical Nurse Specialist pan-Canadian meeting reviewing the national vision of Clinical Nurse Specialists and strengthening the role of Clinical Nurse Specialists across Canada.

SRNA staff participated in meetings to establish standards for Collaborative Emergency Centers in Saskatchewan.

END 4. Primary Health Care Support for the principles of Primary Health Care (PHC)

SRNA continues to promote a health system that is based on the principles of The Canada Health Act (1984) and consistent with the principles of Primary Health Care.

SRNA continued to participate in the Saskatchewan Partnership of Professionals for Social Justice and supported the Poverty Free Saskatchewan initiative.

SRNA met with elected and non elected members of government and participated in government advisory committees such as E Health Council; Network of Inter-Professional Regulatory Organizations (NIRO); and the Saskatchewan Surgical Initiative Committee and Provincial Nursing Council.

SRNA staff and members reviewed and provided feedback on the Canadian Nurses Association (CNA) Position Statement on Primary Healthcare (PHC).

Council members from SRNA and the Saskatchewan Association of Licenced Practical Nurses (SALPN) met in June 2012 to increase their awareness of the government PHC framework and discussed impact on their respective members.

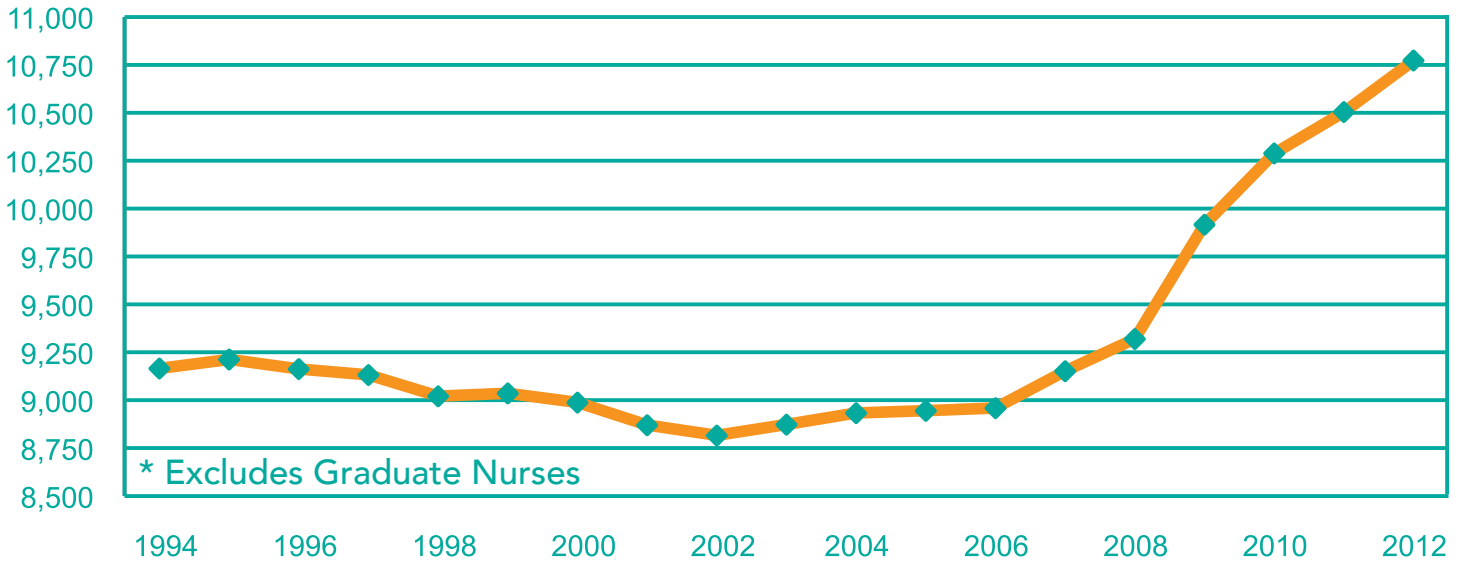
SRNA President and Executive Director participated in a national discussion on PHC with a panel at the June CNA meeting.

SRNA President and Executive Director met with the two new Ministers of Health (Minister Weekes and Minister Duncan) to discuss support for the Saskatchewan PHC framework and expressed their commitment to communicate information about the eight pilot sites to SRNA members.

In the 2012 member survey we asked: "In the past year have you helped develop specific strategies at work to incorporate the principles of PHC?" 32% responded almost always or always; 40% responded never or almost never; 22% were in the middle; and 6% responded they did not know.

Membership & Practice Infor- mation

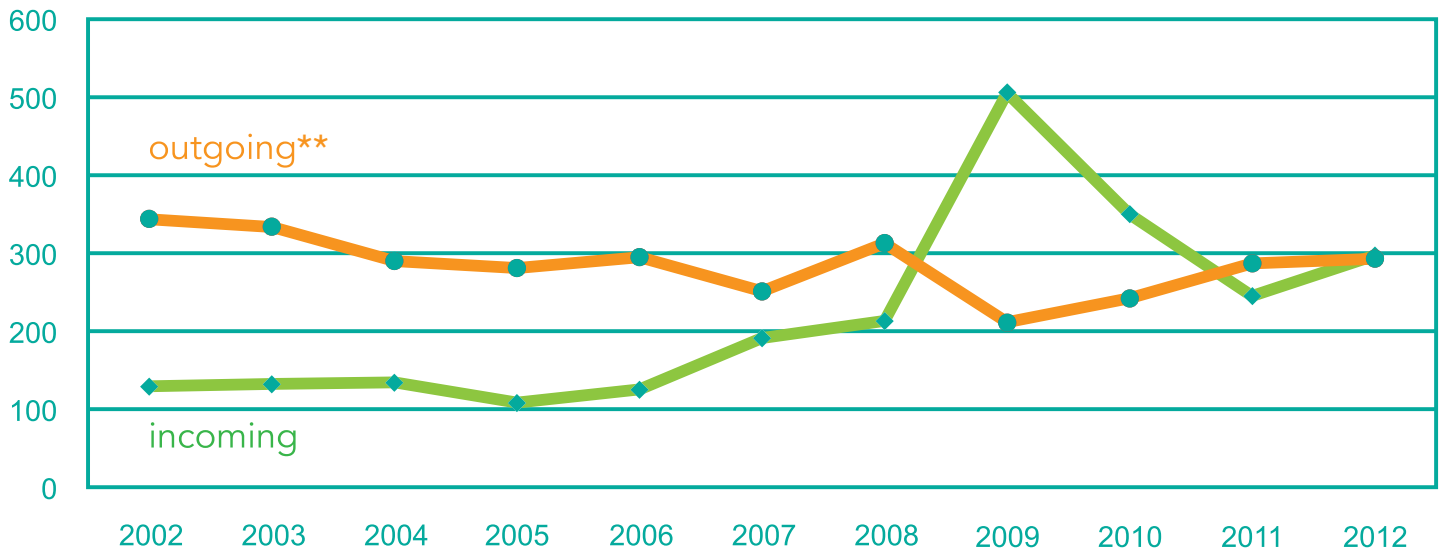
Trends in Practising RN and RN(NP)s



The number of practising RNs/RN(NP)s in Saskatchewan has grown by an average of 3.2% per year in the five years from 2007 to 2012. The increase was 2.6% from 2011 to 2012.

Source: Sask Trends Monitor from CIHI and SRNA data

Trends in Migration



After two years where the number of RNs/RN(NP)s moving to Saskatchewan exceeded the number leaving, the two flows have been more nearly in balance in 2011 and 2012.

**The number of requests made by out-of-province registering bodies for verification of registrations status.

Source: Sask Trends Monitor from SRNA data

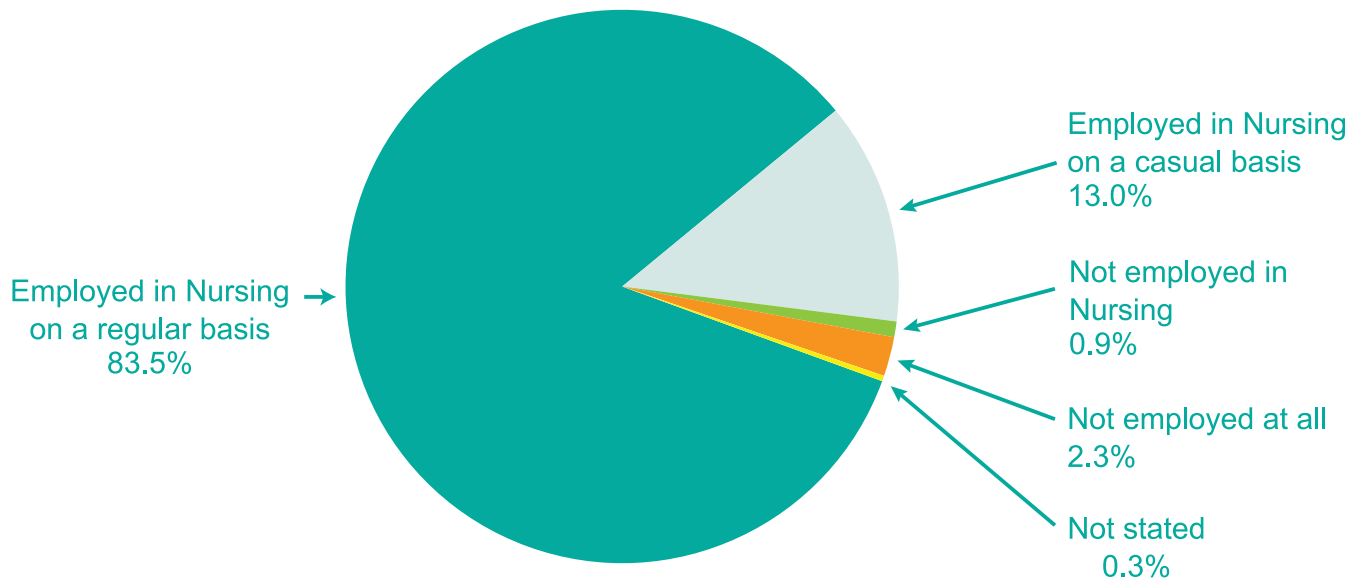
Number of Practicing RN(NP)s



RN(NP)s represent 1.5% of practising nurses in Saskatchewan and the percentage is increasing.

Source: Sask Trends Monitor from SRNA data

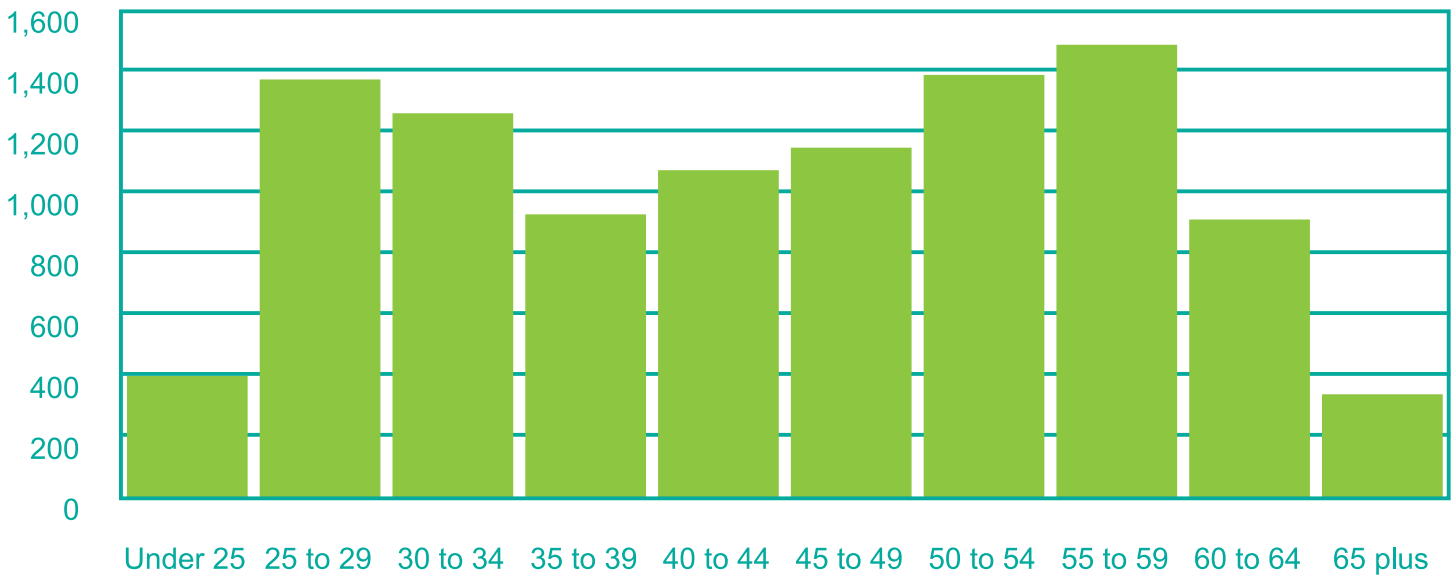
Employed in Nursing



In 2012 the vast majority (96.5%) of practising SRNA members are employed in nursing.

Source: Sask Trends Monitor from SRNA data

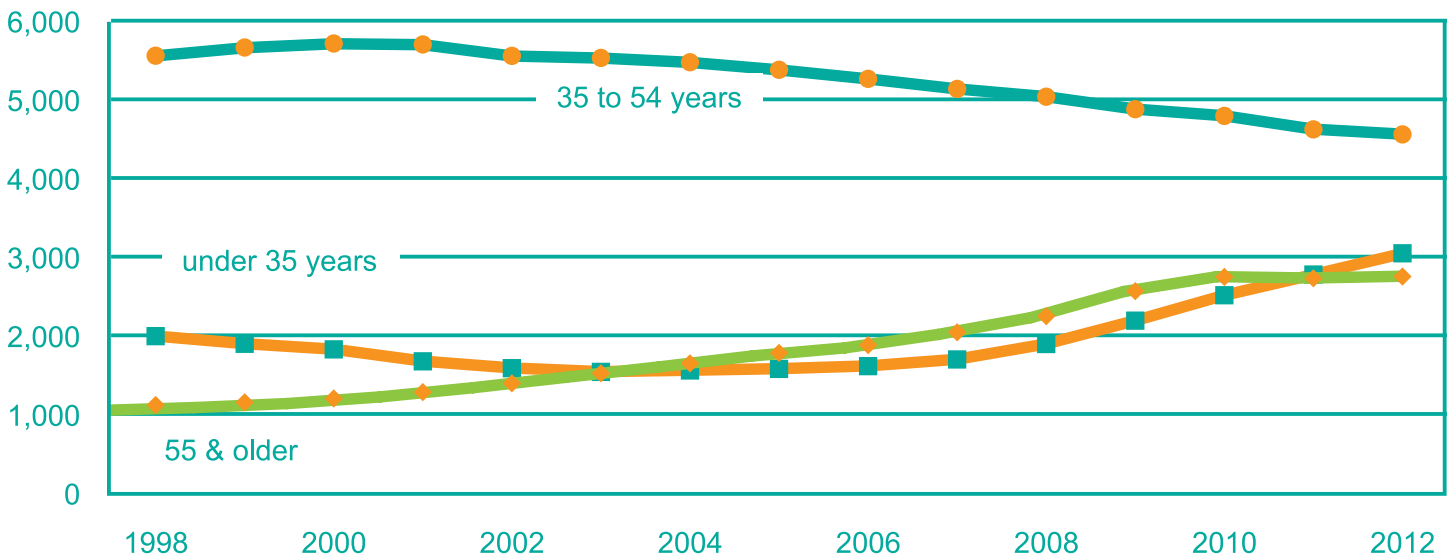
Age Groups for Practising RN and RN(NP)s



In 2012, 55 to 59 years of age was the most common age group among practising RNs/RN(NP)s. The average age of practising RNs /RN(NP)s in Saskatchewan is now 44.3 years compared with 45.1 years in 2011.

Source: Sask Trends Monitor from SRNA data

Trends in the Age of RN and RN(NP)s



The number of older RNs/RN(NP)s who are employed in nursing continues to increase. In recent years, this has been matched by an equivalent increase among those under 35 years of age. Younger (under 35) RNs/RN(NP)s now outnumber older (55+) ones.

Source: Sask Trends Monitor from CIHI and SRNA data

Membership Total and Method of Registration

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Registered by Examination	172	151	231	234	255	238	225	295	340	699	423	368	399
Registered by Endorsement	98	68	93	84	100	91	105	158	162	170	225	213	274
Renewal/ Re-registration	8,717	8,650	8,491	8,554	8,577	8,615	8,628	8,698	8,817	9,047	9,640	9,923	10,058
Total Practising*	8,987	8,869	8,815	8,872	8,932	8,944	8,958	9,151	9,319	9,916	10,288	10,504	10,731
Graduate Nurses	149	146	253	233	268	249	276	338	618	986	489	458	476
Non-Practising	326	289	281	290	284	253	274	291	305	250	225	194	211
Retired	-	-	-	-	-	-	-	-	-	-	19	67	100
Life & Honorary	44	42	42	42	42	45	47	49	50	52	52	51	52
Total Membership	9,506	9,346	9,391	9,437	9,526	9,491	9,555	9,829	10,292	11,204	11,073	11,274	11,570

Trends in Migration

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
In-migration	146	99	129	132	134	108	125	191	213	506	350	245	297
Out-migration**	369	437	344	334	290	281	295	251	313	211	242	287	293

*of which 161 are RN(NP)

**the number of requests made by out-of-province registering bodies for verification of registration status

Initial RN&RN(NP)s Licensure

	2004	2005	2006	2007	2008	2009	2010	2011	2012
Registered by Equivalence	35	19	1	-	-	-	-	-	-
Registered by Approved Program	7	11	3	-	-	-	-	-	-
Registered by Competence Assessment Process (CAP)	0	3	7	-	-	-	-	-	-
Registered by Endorsement	-	-	-	-	-	-	2	5	5
Registered by Exam	-	-	7	14	9	12	9	11	18
Initial Registered RN(NP)s	42	33	18	14	9	12	11	16	23

Total Active RN(NP)s

	2004	2005	2006	2007	2008	2009	2010	2011	2012
Primary Care	42	72	88	99	103	116	124	130	150
Neonatal	-	3	3	3	3	5	5	7	8
Adult	-	-	-	-	-	-	2	2	2
Adult-Restricted to Women's Health	-	-	-	-	-	1	1	1	1
Total Active	42	75	91	102	106	122	132	140	161

Summmarized Financial State- ments



Independent Auditors' Report

To the Members of Saskatchewan Registered Nurses' Association:

The accompanying summarized financial statements, which comprise the summary statement of financial position as at December 31, 2012, and the summary statement of operations for the year then ended are derived from the complete financial statements of Saskatchewan Registered Nurses' Association as at December 31, 2012 and for the year then ended, on which we expressed an opinion without reservation in our report dated March 20, 2013. Those financial statements, and the summary financial statements, do not reflect the effects of events that occurred subsequent to the date of our audit report on those financial statements.

The summary financial statements do not contain all the disclosures required by Canadian not-for-profit accounting standards. Readers are cautioned that these statements may not be appropriate for their purposes.

Management's Responsibility for the Summarized Financial Statements

Management is responsible for the preparation of a summary of the audited financial statements in accordance with Canadian not-for-profit accounting standards.

Auditors' Responsibility

Our responsibility is to express an opinion on the summarized financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standards (CAS 810), "Engagements to Report on Summary Financial Statements."

In our opinion, the summarized financial statements derived from the audited financial statements of Saskatchewan Registered Nurses' Association as at and for the year ended December 31, 2012 are a fair summary of those financial statements, in accordance with Canadian not-for-profit accounting standards.

Regina, Saskatchewan

March 20, 2013

Chartered Accountants

MNP LLP



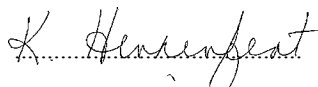

ACCOUNTING CONSULTING TAX
ROYAL BANK BUILDING, SUITE 900, 2010-11TH AVENUE, REGINA, SK S4P 0J3
1.877.500.0780 P: 306.790.7900 F: 306.790.7990 mnp.ca

SASKATCHEWAN REGISTERED NURSES' ASSOCIATION
Statement of Financial Position

As at December 31, 2012

	December 31	(unaudited) December 31	(unaudited) January 1
	2012	2011	2011
CURRENT ASSETS			
Cash	\$ 950,800	\$ 104,172	\$ 48,489
Short term investments (Note 4)	5,415,516	5,346,917	5,199,518
Accounts and fees receivable	13,899	38,876	19,153
Prepaid expenses	43,496	776,611	749,848
	6,423,711	6,266,576	6,017,008
INVESTMENTS (Note 4)	-	168,954	170,373
CAPITAL ASSETS (Note 5)	1,890,376	2,031,124	2,189,246
INTANGIBLE ASSETS (Note 6)	340,650	114,725	172,078
	\$ 8,654,737	\$ 8,581,379	\$ 8,548,705
CURRENT LIABILITIES			
Accounts payable and accrued charges	\$ 442,778	\$ 402,283	\$ 456,236
Goods and services tax payable	284,015	182,759	196,082
Fees collected in advance	4,834,247	4,745,003	4,673,782
Current portion of building mortgage (Note 7)	58,923	51,767	49,304
Current portion of lease obligation (Note 8)	37,658	34,907	32,363
	5,657,621	5,416,719	5,407,767
LONG TERM DEBT			
Building mortgage (Note 7)	695,912	859,745	911,454
Lease obligation (Note 8)	30,152	67,816	102,724
	726,064	927,561	1,014,178
	6,383,685	6,344,280	6,421,945
NET ASSETS			
Internally restricted net assets (Note 9)	50,000	40,000	30,000
Unrestricted net assets	2,221,052	2,197,099	2,096,760
	2,271,052	2,237,099	2,126,760
	\$ 8,654,737	\$ 8,581,379	\$ 8,548,705

APPROVED BY THE BOARD:

 Director
 Director

SASKATCHEWAN REGISTERED NURSES' ASSOCIATION

Statement of Operations

Year ended December 31, 2012

	2012	(unaudited) 2011
REVENUE		
Registered and graduate nurses' fees	\$ 5,553,501	\$ 5,418,150
Registered nurses' and RN(NP)s examination fees	273,421	234,451
Newsbulletin	12,226	15,497
Miscellaneous	(2,215)	11,272
Non-practicing fees	7,037	10,695
Conferences and workshops	157,132	112,452
Nurse Manager/Collaborative Project grant (Note 19)	-	40,000
	6,001,102	5,842,517
EXPENSES		
Council (Note 14)	143,335	160,286
Executive Office (Note 15)	1,242,514	1,097,138
Regulatory Services (Note 16)	1,484,904	1,552,966
Nursing Practice (Note 17)	1,011,452	1,011,897
Communications & Corporate Services (Note 18)	2,138,819	1,955,503
	6,021,024	5,777,790
	(19,922)	64,727
INVESTMENT INCOME		
Interest	51,127	39,304
Market value adjustment	2,748	6,342
	53,875	45,646
EXCESS OF REVENUE OVER EXPENSES	\$ 33,953	\$ 110,373

Committee Re- ports

Discipline Committee

Three penalty decisions were carried over into 2012 from discipline hearings that were conducted in 2011. All discipline and penalty decisions are available on the SRNA website. www.SRNA.org

1. Gregory W. Pittman RN # 34554 of Saskatoon, Saskatchewan
May 30 & 31; November 30, 2011

Decision:

Gregory W. Pittman was found guilty of professional misconduct pursuant to Sections 26(1) and 26(2)(1) of The Registered Nurses Act, 1988 (The Act); Standard I, Professional Responsibility and Accountability [Items 1, 13, and 27(a) & (b)]; Standard III, Ethical Practice (Items 66 & 68); and Standard IV, Service to the Public [Items 84(c) and 85(b)] of the Standards and Foundation Competencies for the Practice of Registered Nurses and the Code of Ethics for Registered Nurses, Providing Safe, Compassionate, Competent and Ethical Care (Items 1 & 3), Preserving Dignity (Items 1 & 10), Promoting Justice (Items 2 & 3), Being Accountable (Item 1). Mr. Pittman has been suspended from the SRNA.

The decision has been appealed to the Court of Queen's Bench.

2. Carissa L. Veil RN # 38283 of Battleford, Saskatchewan
July 18 & 19; September 16, 2011

Decision:

Carissa L. Viel was found guilty of professional incompetence pursuant to Section 25 and professional misconduct pursuant to Sections 26(1) and 26(2)(l) of The Registered Nurses Act, 1988 (The Act); Standard I: Professional Responsibility and Accountability (Competencies 1, 2 & 3); Standard II: Knowledge Based Practice (Competencies 39, 45, 62, & 64); Standard III: Ethical Practice (Competency 66); Standard IV: Service to the Public (Competencies 81 & 85); Standard V: Self Regulation (Competency 95) of The Standards and Foundation Competencies for the Practice of Registered Nursing (Effective March 1, 2007); and the CNA Code of Ethics for Registered Nurses, Providing Safe, Compassionate, Competent and Ethical Care (item 1); Being Accountable (items 1, 2 & 3).

3. Laura A. Watson RN#33981 of Prince Albert, Saskatchewan
December 12, 2011

Decision:

In an Agreed Statement of Facts, Laura A. Watson entered guilty pleas to two charges of professional misconduct pursuant to subsections 26(1) and 26(2)(q) of The Registered Nurses Act, 1988. Pursuant to section 31(1) (c) of The Registered Nurses Act, 1988, Ms. Watson may continue to practice Registered Nursing with conditions imposed on her licence as outlined in the penalty order.

Committee Resource Pool Members

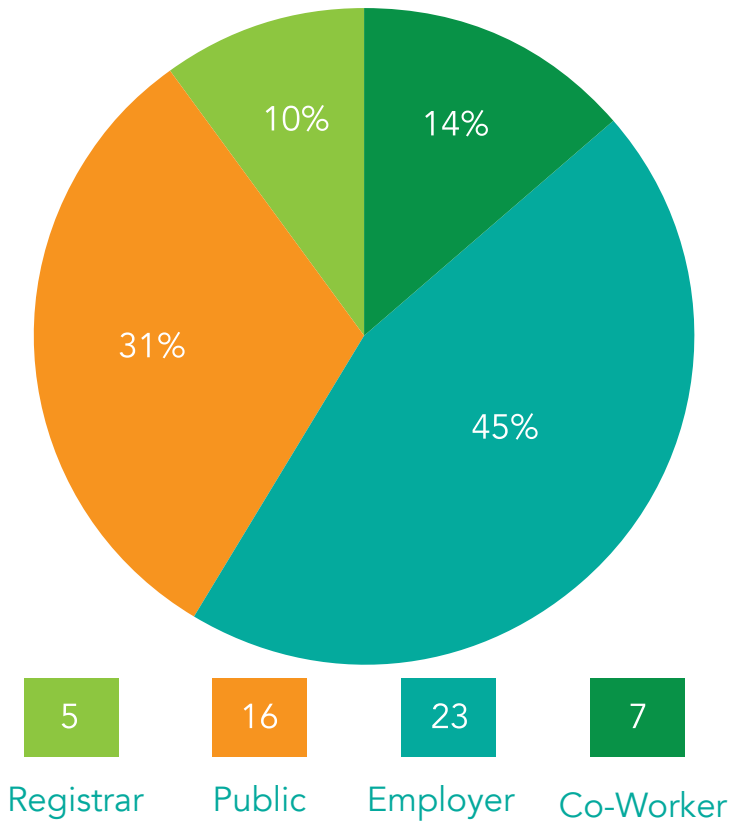
- Juliet Smith-Fehr, RN, Chair, Saskatoon
- Brenda Bumphrey, RN, Moose Jaw
- Dr. Cyril Kesten, Public Representative, Regina (term ended May 2012)
- Valerie Pearson, Public Representative, Saskatoon
- Doreen Pretzlaw, RN, Regina
- Mark Schramm, RN, Saskatoon
- Darlene Sterling, RN, Regina
- Frances Passmore, Public Representative, White City
- Neal Sylvestre, RN, Maidstone
- Stella Devenney, RN(NP), Regina
- Lynda Kushnir Pekrul, RN, Chair, Regina
- Moni Snell, RN(NP), Regina
- Jocelyn Andrews, RN, Regina
- Christopher Etcheverry, RN, Battleford
- Ruth Black, RN, Vanscoy
- Daniel Kishchuk, Public Representative, Saskatoon
- Cheryl Hamilton, RN, SRNA staff support
- Anita Nivala, SRNA staff support

Investigation Committee

The Investigation Committee met for eleven one-day meetings, and held one teleconference in 2012.

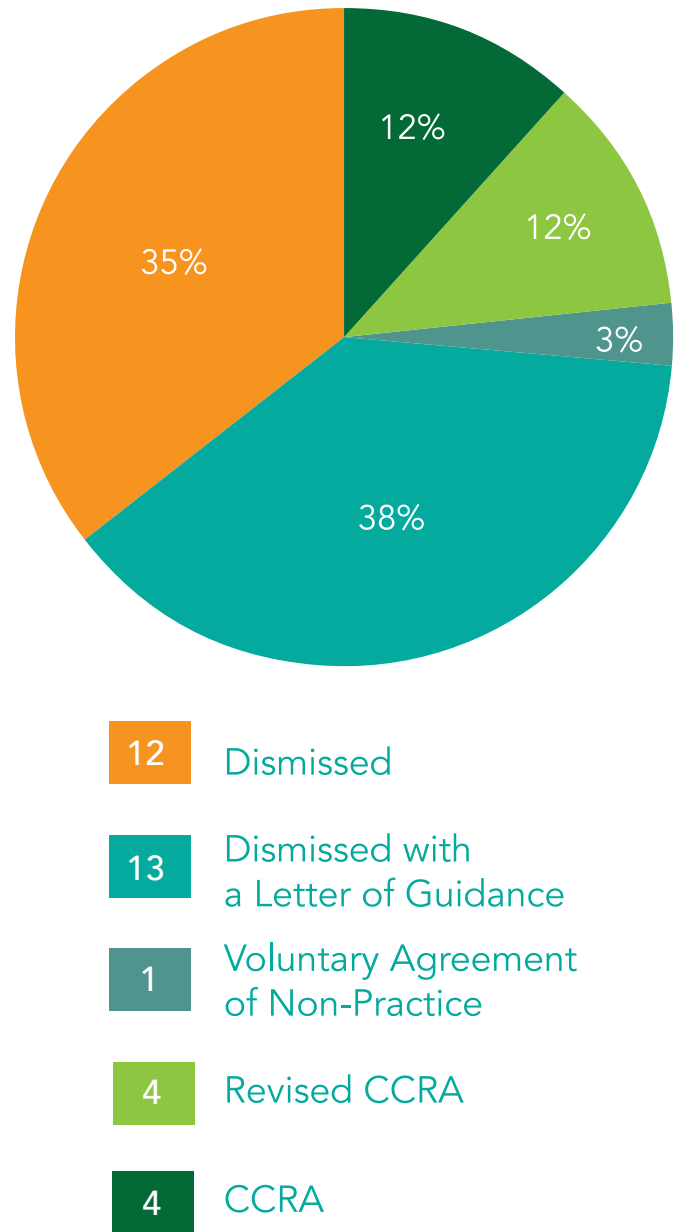
The Committee received 51 written reports concerning the professional competence/conduct of registered members in 2012. 48 reports related to the practice of Registered Nurses and three related to the practice of a Registered Nurse (Nurse Practitioner). The chart titled 'Source of Reports' indicates the distribution of reporting sources with the majority arising from employers. Seven reports from employers were because of a termination.

Source of Reports



Of the 51 reports, 12 were Dismissed, thirteen were Dismissed with a Letter of Guidance, four were moved to Consensual Competence Resolution Agreements (CCRA). Four were moved to Revised Consensual Resolution Agreements, and one was moved to a Voluntary Agreement of Non-Practice. Seventeen reports remain under Investigation as of January 1, 2013. The chart titled "Investigation Committee Decisions" indicates the distribution of decisions for all reports received and reviewed by the Investigation Committee in 2012.

Investigation Committee Decisions



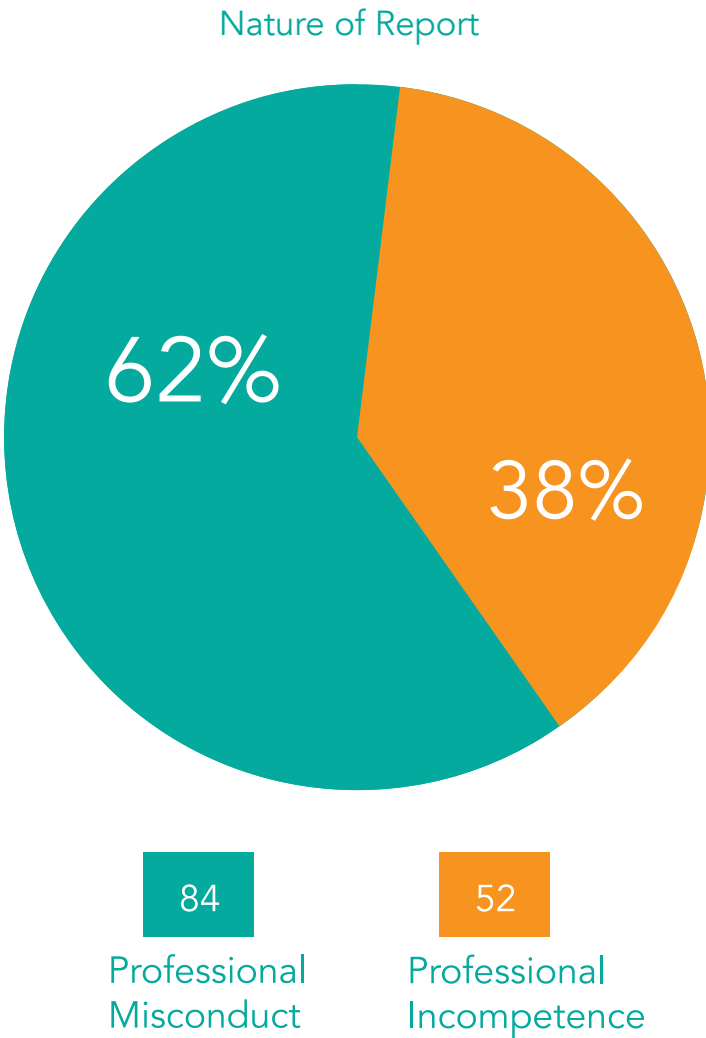
The four Consensual Competence Resolution Agreements developed in 2012 related to the following: development and monitoring of appropriate assessment, needs identification, outcome identification, planning and intervention skills; inadequate documentation; treatment of an addiction; misappropriation of clients property; violation of the employer's contract; theft, breach of privacy, member unfit to practice, and medication administration practices. The four Revised Consensual Competence Resolution Agreements developed in 2012 related to the following: breach of the conditions and/or restrictions on a license.

Allegations in the reports received in 2012 are noted in the chart titled "Nature of Report" with the majority of allegations arising from concerns regarding professional misconduct:

Committee Members

Loraine Grychowski-Whitehead, RN, Chair, North Battleford
 Michell Jesse, RN, Grand Coulee
 Joanne Blazieko, RN, Moose Jaw
 Dan Pooler, Public Representative, Regina
 Gary Andrews, Public Representative, Regina

Staff Support:
 Erika Vogel, RN, SRNA staff support
 Lois VanDerVelden, RN, SRNA staff support
 Rhonda O'Hagan, RN, SRNA staff support (on leave)
 Marilyn Morrison, SRNA Staff staff support
 Jeanine Brown, RN, SRNA staff support



Please note the chart titled "Trends in Allegations of Professional Incompetence and Professional Misconduct" for a nine year comparative of concerns arising in written reports.

The six cases carried forward from 2011 were resolved with the following disposition: three were Dismissed, two were Dismissed with a Letter of Guidance, and one was moved to a Voluntary Agreement of Non-Practice.

There are currently fourteen Consensual Resolution Agreements being monitored. Nine Consensual Resolution Agreements were completed in 2012.

Trends in Allegation of Professional Incompetence & Professional Misconduct

Professional Misconduct	2004	2005	2006	2007	2008	2009	2010	2011	2012
Addiction to narcotics	3	3	7	1	5	3	1	1	3
Misappropriated drugs	1	2	6	-	2	7	-	1	2
Addiction to alcohol	1	1	-	1	-	1	-	1	-
Medical illness	-	1	-	-	-	2	-	-	-
Misappropriated clients personal property	1	1	-	-	-	-	-	-	1
Inappropriate interpersonal relationship skills	12	13	9	5	2	19	19	14	16
Harassment of co-workers	1	1	2	-	1	-	-	4	2
Client abuse	2	-	1	1	1	-	-	3	2
Client abandonment	3	3	1	-	-	1	1	-	-
Breach of Consensual Competence Resolution Agreement	-	-	2	4	3	4	-	4	6
Breach of confidentiality	3	4	2	1	3	3	3	-	6
Failure to follow doctors orders	-	-	1	1	-	-	-	-	6
Fraud	1	-	1	2	1	-	-	2	1
Violation of employer contract	-	-	-	1	-	-	-	-	2
Not functioning as a team member	-	-	-	1	-	-	-	-	1
Not advocating for client	-	-	-	3	-	-	-	-	16
Not following hospital policies/protocols	1	1	1	1	1	6	1	4	5
Lying regarding co-workers conduct	-	1	-	-	-	-	-	-	-
Not providing appropriate orientation to new staff	-	-	1	-	-	-	-	-	-
Lack of reporting of illegal activity of others	-	-	1	-	-	-	-	-	-
With-holding/threatening to with-hold medical treatment	-	3	-	-	-	-	-	3	2
Inappropriate billing	1	-	-	-	-	-	-	-	-
Inappropriate use of professional status for personal gain	1	-	-	-	1	-	-	-	-
Discrimination based on sexual orientation	1	-	-	-	-	-	-	-	-
Discrimination based on race	-	-	-	-	-	1	-	1	1
Discrimination based on disability	-	-	-	-	-	2	-	-	-
Falsified patient health record	-	-	-	-	-	3	-	3	-
Practicing outside of scope	-	-	-	-	-	6	12	5	2
Theft from facility	-	-	-	-	-	-	2	5	1
Member unfit to practice	-	-	-	-	-	-	4	-	3
Inappropriate leadership	-	-	-	-	-	-	3	-	1
Not licenced	-	-	-	-	-	-	1	-	-
Sexual harrassment	-	-	-	-	-	-	1	-	1
Improper delegation	-	-	-	-	-	-	2	-	-
Consent issues	-	-	-	-	-	-	2	-	1
Slander	-	-	-	-	-	-	1	-	-
Other	-	-	-	-	-	-	-	-	8

Trends in Allegation of Professional Incompetence & Misconduct continued...

Professional Incompetence	2004	2005	2006	2007	2008	2009	2010	2011	2012
Lack of appropriate assessment, needs identification, outcome identification, planning and intervention skills	9	8	7	6	14	27	33	11	25
Inappropriate documentation	2	1	3	3	1	12	16	7	9
Inappropriate medication practices	8	2	6	6	2	7	16	6	15
Inappropriate administrative practices	-	-	1	1	2	6	1	3	4
Lack of patient teaching	-	-	-	-	-	3	-	-	-
Other:	-	-	-	-	-	-	-	-	1

Investigations & Discipline Statistics

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total number of new cases	18	22	31	22	34	25	36	54	76	43	51
Total number of cases investigated	27	27	31	27	36	32	44	66	90	57	57
Dismissed on investigation	5	4	11	12	9	4	5	14	19	11	12
Dismissed on investigation with a letter of guidance	3	7	12	5	9	6	9	14	28	22	13
Referred to consensual resolution agreement process and agreement signed by member	4	7	4	7	9	6	11	16	17	8	3
Referred to consensual resolution agreement process and agreement not yet signed by member	-	-	-	-	-	-	-	3	10	3	1
Referred to agreement revision	-	-	-	-	-	3	3	5	-	1	4
Voluntary Agreement of Non-Practice signed	-	-	-	-	-	-	-	-	-	4	1
Referred to discipline	3	-	1	-	2	-	6	0	3	2	-
Discipline hearings held	3	1	2	-	2	-	3	1	1	4	-
Carried over year end - reports initiated and unresolved at year end	10	5	5	3	7	6	10	14	14	6	17
Consensual agreements (ongoing)	-	-	17	22	27	24	26	39	28	21	14
Consensual agreements (completed)	-	-	-	1	2	8	2	4	6	13	9

Legislation and Bylaws Committee

The purpose of the legislation and bylaws committee is to discuss and develop options for Council regarding potential changes to the RN Act or Bylaws and when directed by Council draft, review and recommend revisions. The Committee met three times in 2012 and:

Reviewed and approved recommended revisions to the committee terms of reference policy.

Reviewed and recommended that the SRNA Bylaw amendments for Additional Authorized Practice and RN(NP) hours bylaw be forwarded to the February 2013 Council meeting for approval.

Reviewed the list of interested members recommended (to the Membership Advisory Committee) five members to fill positions on Legislation and Bylaws committee for 2013.

Received government approval for the 2012 administrative SRNA Bylaw amendments

Completed consultations on the proposed amendments to:

- The Saskatchewan College of Pharmacist Bylaws regarding Ibuprofen
- The Social Workers Act
- The College of RNs of British Columbia Bylaws
- The Saskatchewan College of Midwives Bylaws
- The Mental Health Services Act
- The College of RNs of Manitoba Bylaws
- The Saskatchewan Association of Naturopathic Practitioners (SANP) Bylaws

Continued to monitor provincial and national legislative trends related to the regulations of the nursing profession.

Committee Members

Signy Klebeck, RN, Chairperson
Stella Swertz, RN
Lois Berry, RN
Heather Keith, RN(NP)
Heather McAvoy, Public Representative
Karen Eisler, RN, SRNA staff support
Julie Benjamin, SRNA staff support

Nursing Education Program Approval Committee

The Nursing Education Program Approval Committee held six meetings in 2012.

Committee Members:

- Rhonda Clark, RN, Chair, Punnichy
- Lynn Digney Davis, RN(NP), Saskatchewan Ministry of Health Representative
- Diane McDougall, RN, Yorkton
- Pat Harlton, Public Representative
- Amanda Morrisette, RN, Wadena
- Margaret Wheaton, BPHarm, Health Profession Representative, Biggar
- Laura Wood, RN(NP), Estevan
- Cheryl Hamilton, RN, SRNA staff support
- Anita Nivala, SRNA staff support

Registration and Membership Committee

The Registration and Membership Committee held one meeting in 2012. RN and RN(NP) continuing competence program auditors were selected by the committee.

Committee Members

- Debbie Kosabek, RN, (August 2012)
- Jennifer Guzak, RN, (August 2012)
- Lorna Weisbrod, RN, (August 2012)
- Karen Loveridge, RN(NP), (August 2012)
- Cyril Kesten, Public Representative (August 2012)
- Erin Haas, RN, Regina (term ended June 2012)
- Connie Lee, RN(NP), Prince Albert (term ended February 2012)
- Margaret Olfert, RN, Chair, Regina (term ended June 2012)
- Russ Marchuk, Public Representative (resigned November 2011)
- Cheryl Hamilton, RN, SRNA staff support
- Shirley McKay, RN, SRNA staff support
- Karen Rhodes, SRNA staff support

Membership Advisory Committee (MAC)

The annual planning meeting was held in September, to review opportunities for the interest sheets and the new SRNA database. Committee members participated in a presentation on the SRNA Relational Regulation Project and discussed strategies to engage members and students in activities with the SRNA. Most of the committee's work was conducted by email and teleconference. The committee made seventeen appointments, re-appointments and recommended members and public representatives to SRNA, External and CNA Committees.

Noelle Rohatinsky, RN, Chair, Saskatoon
Fred Bordas, RN, Regina
Linda McPhee, RN, Regina
George Thomas, Public Representative, Regina
Robert Bennett, RN, Saskatoon
Barb Fitz-Gerald, RN, SRNA staff support
Lesley Stronach, SRNA staff support

Nominations Committee

The committee held four teleconference meetings from September, 2012 to December, 2012. The focus of the committee was to recruit potential RN and RN(NP) members for the SRNA annual election.

Calls for Nominations were included in the January e-news e-mail and in three issues of the SRNA Newsbulletin (Summer 2012, Fall 2012 and Winter 2012). A post-card version of the 'Questions and Answers' was also provided to committee members and a one-page flyer was circulated to the Workplace Representatives.

The SRNA contracted Telusys Inc. to implement an online e-voting system. The independent third-party technology audit ensures compliance with best practices for the security of network assets and their multi-layer perimeter protects the voting application, data, and results.

Committee Members

David Kline, RN, Chair, Drake
Karen Marchuk, Public Representative, Regina
Tu Cam Duong, RN, Regina
Patti LeBlanc, RN, Regina
Susan Greenman SRNA staff support
Shelley Svedahl, SRNA staff support

SRNA Continuing Competence Program

The Ad Hoc Committee met in April, 2012 and October, 2012 in Regina. At the October meeting the committee reviewed and provided recommendations from: a consultant report on Scan of Selected Continuing Competence Programs from Dec 2011; the Continuing Competence Member Survey report from January 2012; the reports from the 2012 SRNA Annual Meeting focus groups; and, the May and June focus groups. The four components (self-assessment, feedback, learning plan, and evaluation) of the current continuing competence program, audit and other areas were also reviewed. The committee will provide their recommendations to SRNA staff and Council in 2013.

Shirley McNeil, RN, Chair, Saskatoon
Carole Reece, RN, Regina
Darla Cheetham, RN, Saskatoon
Tony Tung, RN(NP), Saskatoon
Liz Domm, RN, Regina
Tracy Zambory, RN, SUN Representative
Mary Ellen Andrews, RN(NP), Saskatoon
Leah Currie, Public Representative, Saskatoon
Janet MacKasey, RN, Prince Albert
Maureen Ferguson, RN, Govan
Cheryl Hamilton, RN, SRNA staff support
Barb Fitz-Gerald, RN, SRNA staff support

RN(NP) Advisory Working Group

Mary Ellen Andrews, RN, Saskatoon
Joyce Bruce, RN(NP), White City
Karen Hercina, RN(NP), Saskatoon
Heather Keith, RN(NP), Fort Qu'Appelle
Shelly Cal, RN(NP), Hudson Bay
Laveena Tratch, RN, Regina
Shirley Helgason, Public Representative, Kindersley
Lynn Digney Davis, RN(NP), Southey
Donna Cooke, RN, SRNA staff support

Committee Structure Changes

After careful consideration of the current RN(NP) projects, goals and objectives, the SRNA has made the following committee structure changes;

Dissolution of SRNA RN(NP) and RN Certified Advisory Committee – Effective October 31, 2012.

Renaming and restructuring of RN Certified and RN(NP) Regulatory Policy Working Group – Effective October

31, 2012. This working group was renamed the RN(NP), Advisory Working Group. Formation of a new committee RN(NP), Advisory Working Group - Effective November 1, 2012. This committee will provide advice for legislation, policy development, registration, licensure and practice, and administrative policy framework for registration and licensure of RN(NP)s.

The RN(NP), Advisory Working Group had their first committee meeting December 19, 2012.

The RN(NP) and RN Certified Advisory Committee, and RN Certified and RN(NP) Regulatory Policy Working Group did not meet in 2012.

Committee for Member Groups (Chapters, Professional Practice Groups and Special Interest Groups)

In 2012, SRNA staff met with representatives for ten Member Groups for the annual Committee for Member Groups meeting on March 27 in Saskatoon. The meeting was chaired by Della Stumborg, RN with the Nursing Informatics Professional Practice Group. At the meeting, the groups:
Reported on membership, education, advocacy and national group activities; determined recruitment strategies to attract new members and provided feedback on a presentation on the Optimizing the Role of the Registered Nurse project and the SRNA Standards and Foundation Competencies for the practice of Registered Nurses, 2007 document.

SRNA Chapters

- Amber Barrie, RN, Aylsham, Nipawin Chapter
- Dale Ternes, RN, Kindersley, Prairie West Health District Chapter
- Karen Gatzke, RN, Watrous, Watrous Chapter

Professional Practice Groups

- Cathy Jeffery, RN, Saskatoon, Administrative Nurses Professional Practice Group
- Karen Kimpton, RN, Regina, Clinical Nurse Educator Professional Practice Group
- Jocelyn Orb, RN, Saskatoon, Environmental Professional Practice Group
- Cindy Peternelj-Taylor, RN, Saskatoon, Forensic Nursing

- Professional Practice Group
- Pammla Petrucka, RN, Regina, Global Professional Practice Group
- Mary Ellen Andrews, RN(NP), Saskatoon, Nurse Practitioners of Saskatchewan
- Ethna Martin, RN, Saskatoon, Parish Nursing Professional Practice Group
- Kathy Jellow, RN, Regina, PeriAnesthesia Nurses Group of Saskatchewan
- June Blau, RN(Retired) Regina, Retired Nurses Professional Practice Group
- Noreen Reed, RN, Shell Lake, Rural and Remote Professional Practice Group in Saskatchewan
- Candace Franke, RN, Saskatoon, Saskatchewan Operating Room Nurses Group
- Raegan Gardner, RN, Regina, Saskatchewan Emergency Nurses Group
- Marian Hutchinson, RN, Regina, Saskatchewan Chapter for Canadian Association of Critical Care Nurses
- Laurel Stang, RN, Regina, Saskatchewan HIV/AIDS/HCV Nursing Education Organization
- Eithne Reichert, RN, Saskatoon, Saskatchewan Nursing Informatics Association
- Valerie Adrian RN, Saskatoon, Saskatchewan Occupational Health Nurses' Group

Special Interest Groups

- Rhonda Goodtrack, RN, Saskatoon, Aboriginal Nurses Interest Group Saskatchewan
- Karen Hewson, RN, Regina, Nursing Special Interest Group in Pain Management, Saskatchewan
- Donna Flahr, RN, Saskatoon, Wound & Skin Care Special Interest Group

External Committee Representatives

- Victoria Smart, RN, Dalmeny, SIAST Primary Care Nurse Practitioner Program
- Suzanne Downie, RN, Regina, Saskatchewan Nurses Foundation
- Joyce Bruce, RN(NP), White City, CNPE Family/All Ages Exam Committee
- Melanie Woods, RN, Saskatoon, SIAST Continuing Care Assistant Program
- Donna Brunskill, RN, Indian Head, University of Regina Senate
- Donna Brunskill, RN, Indian Head, CNPS Board
- Heather Horner, RN, Meota, Saskatchewan Coalition on Tobacco Reduction

- Cheryl Besse, RN, Saskatoon, Saskatchewan Prevention Institute
- Cheryl Hamilton, RN, Regina, Network of Inter-professional Regulatory Organizations
- Dorothy Lloyd, RN, Regina, SIAST NEPS Advisory Committee
- Gwen Kessler, RN, Saskatoon, Saskatchewan Mental Health Coalition
- Elizabeth Domm, RN, Regina, SIAST Nursing Re-entry Program Advisory Committee
- Manuel James, RN(NP), Prince Albert, CNPE Competency Committee
- Sharon Staseson, RN, Regina, Midwifery Transition Council
- Linda Barlow, RN, Melfort, University of Saskatchewan Graduate Studies Committee
- C. Fay Puckett, RN, Clavet, University of Saskatchewan Senate
- Renetta Loewen, RN, Saskatoon, CRNE Exam Committee
- Greg Riehl, RN, Regina, EHR/Saskatchewan Laboratory Results Repository Project Advisory Committee
- Barb Fitz-Gerald, RN, Regina, Health Quality Council, Quality Improvement Network
- Kathleen Perrin, RN, Saskatoon, Orientation to Nursing for IENs
- Mary Martin-Smith, RN, Regina, Northern Nurse Education Joint Plan
- Betty Metzler, RN, Yorkton, Maternal Mental Health Working Group
- Cheryl Hamilton, RN, Regina, IEHP Career Pathing
- Cheryl Hamilton, RN, Regina, CLEAR
- Karen Eisler, RN, Regina, Provincial Nursing Council
- Donna Cooke, RN, Regina, Pharmaceutical Information Program
- Candace Franke, RN, Eagle Ridge, SIAST Perioperative Nursing Program Advisory Committee
- Suzanne Downie, RN, Regina, Ministry of Health E-Health Council
- Karen Eisler, RN, Regina, Saskatchewan Partnership of Professionals for Social Justice
- Donna Cooke, RN, Regina, CNA Clinical Nurse Specialist (CNS) Advisory Group
- Donna Cooke, RN, Regina, CCRNR Multijurisdictional New Classes of Practitioners Regulations Working Group

Workplace Representatives have agreed to share their name and place of work.

- Karen Abrey, RN, Long Lake Valley Integrated Facility
- Brenda Anderson, RN, Heartland Regional Health Authority
- Daphne Andreas, RN, Cypress Regional Hospital
- Genevieve Armstrong, RN, La Ronge Hospital
- Wanda Atcheson, RN, Prince Albert Parkland Health Region
- Bev Balaski, RN, Saskatchewan Union of Nurses
- Debra Bathgate, RN(NP), Regina General Hospital
- Beverly Berger, RN, St. Peter's Hospital
- Joanne Blazieko, RN, Five Hills Community Health Services
- Sharon Boehme, RN, System Wide Admission Discharge
- Laura Bolton, RN, Craik & District Health Centre
- Jo-Anne Braithwaite, RN, Saskatchewan Government Insurance
- Denise Brooks, RN, Wascana Rehabilitation Centre
- Linda Brothwell, RN, Nipawin Hospital
- Wanda Buckberger, RN, St. Anthony's Hospital
- Patricia Campbell, RN, Moose Jaw Home Care
- Laurel Charles, RN, Deer View Lodge
- Rhonda Clark, RN, Parkland Regional College
- Janice Cochrane, RN, First Nations & Inuit Health
- Lois Coffey, RN(NP), St. Joseph's Hospital, Estevan
- Tricia Csoke, RN, Santa Maria Senior Citizens Home
- Marga Cugnet, RN, Sun Country Health District
- Celine Czernick, RN, Health Canada
- Braden Davie, RN, Royal University Hospital
- Constance Denesovych, RN, Palliser Regional Care Centre
- Gina Deringer, RN, Five Hills Regional Health Authority
- Loretta DeRoose, RN, St. Paul's Hospital
- Beverly Desautels, RN, Cumberland House Health Centre
- Esther Dorion, RN, Lac LaRonge Indian Band
- Beverley Dougan, RN, Prince Albert Parkland Health Region
- Janette Eglund, RN, Cypress Health Region Home Care
- Lynne Eikel, RN, Royal University Hospital
- Jill Eyolfson, RN, Heartland Regional Health Authority
- Krista Farthing, RN, Shellbrook & District Hospital
- Maureen Ferguson, RN, Saskatoon Home Care
- Melanie Fidyk, RN, Melfort Public Health Office
- Connie Fiorante, RN, Regina Qu'Appelle Health Region
- Elaine Fitzpatrick, RN, Prairie Pioneers Lodge
- Joanne Franc, RN, Prince Albert Pineland District Home Care
- Terri Garven, RN, Regina General Hospital
- Chrystal Grant, RN, Saskatoon City Hospital
- Brenda Groves, RN, Prairie Health Care Centre
- Debora Grywacheski, RN, Sunrise Regional Health Authority
- Jennifer Guzak, RN, Royal University Hospital

SRNA Workplace Representatives

Workplace Representatives are champions for good registered nursing care in their workplace. They are contact persons for the SRNA and the membership regarding SRNA resources and services. The following

- Barbara Hale, RN, Pasqua Hospital
- Janis Hall, RN, Watrous Hospital
- Cynthia Hanson, RN, Loon Lake Hospital & Special Care Home
- Diane Harold, RN, Royal University Hospital
- Bonnie Haus, RN, Tatagwa View
- Christina Heinrichs, RN, St. Josephs Hospital
- Judy Hertlein, RN, Langenburg Health Care Complex
- Renee Hovdestad, RN, Palliser Regional Care Centre
- Brenda Jackson, RN, St. Pauls Hospital
- Carolyn Koop, RN, Heartland Regional Health Authority
- Patti LeBlanc, RN, Regina General Hospital
- Bonnie Letwinetz, RN, Lady Minto Health Care Centre
- Sarah Liberman, RN, SIAST
- Kellene Lloyd, RN, Victoria Hospital
- Patricia MacLean, RN, Quill Plains Centennial Lodge
- Glenda Bird-Martin, RN, Miwayawin Health Services Inc
- Laura Matz, RN, Saskatoon Public Health Office
- Bernadette McDonald, RN, Royal University Hospital
- Sherry McDonald, RN, SIAST
- Michelle Meschishnick, RN, Biggar Hospital
- Melanie Metz, RN, Saskatoon City Hospital
- Donna Milbrandt, RN, Yorkton Regional Health Centre
- Margaret Miller, RN, Regina General Hospital
- Terri Moberg, RN, Cypress Regional Hospital
- Amanda Morrisette, RN, Wadena Hospital
- Correen Nagy-Malinowski, RN, St. Paul Lutheran Home
- Mona Neher, RN, Regina General Hospital
- Leann Nixon, RN, Saskatchewan Government Insurance
- Alison Noble, RN, Provincial Corrections
- Patricia Nykiforuk, RN, Hafford Special Care Centre
- Gillian Oberndorfer, RN, Regina Qu'Appelle Health Region
- Frances Octobre, RN, Pasqua Hospital
- Deborah Oliver, RN, Saskatoon Regional Health Authority
- Tammy Parlee, RN, Newmarket Manor
- Rhonda Patterson, RN, Miwayawin Health Services Inc.
- Joanne Petersen, RN, Moose Jaw Union Hospital
- Pamlla Petrucka, RN, University of Saskatchewan
- Christine Pohl, RN, Porcupine Carragana Hospital
- Curtis Pohl, RN, Porcupine Carragana Hospital
- Signe Raymond, RN, Prairie View Health Centre
- Carey Redekopp-Kroeger, RN, Royal University Hospital
- Florie Restau, RN, Deer View Lodge
- Greg Riehl, RN, First Nations & Inuit Health
- Rosanne Robin, RN, Nipawin Hospital
- Nancy Russell, RN, Population & Public Health Services
- Gloria Sayer, RN, St. Paul's Hospital
- Doreen Scott, RN, Saskatoon Public Health Office
- Launel Scott, RN, Saskatoon Home Care
- Kandice Simser, RN, Battlefords Union Hospital
- Doreen Sklapsky, RN, Saskatoon City Hospital
- Julian Slater, RN, Saskatoon City Hospital
- Frank Suchorab, RN, Victoria Hospital
- Linda Suchorab, RN, Victoria Hospital
- Holly Tallon-Dyck, RN, Lafleche & District Health Centre

- Allison Toffan, RN, Regina General Hospital
- Kathleen Tomporowski, RN, Lloydminster Hospital
- Colleen Toye, RN, Battlefords Home Care
- Celise Treimans, RN, Corrections
- Carol Unchulenko, RN, St. Anthony's Hospital
- Ann Marie Urban, RN, SIAST
- Louise Verklan, RN, Kelsey Trail Regional Health Authority
- Ruth Warkentin, RN, Melfort Home Care
- Hazel Werle, RN, Langenburg Health Care Complex
- Sandra Weseen, RN, Melfort Home Care
- Cheryl Whitehead, RN, Extencicare Moose Jaw
- Louise Wilk, RN, Canadian Blood Services
- Shelley Wilson, RN, Victoria Hospital
- Nicole Woodrow, RN, St. Paul's Hospital
- Melanie Woods, RN, Saskatoon Convalescent Home
- Bernadette Wright, RN, Home Care Services South
- Arlene Zens, RN, Hudson Bay Health Care Facility
- Rosalia Zitta, RN, Regina General Hospital

Awards Committee

The Awards Committee met face-to-face in January and February and by teleconference in September and October.

Committee activities for 2012 included:

Review and selection of award recipients for the SRNA Member Recognition Awards including Millennium Awards, Life and Honorary Membership.

Preparation of recommendations to Council for the Honorary Membership and the CNA Award of Merit recipients.

Orientation of new committee member in June.

Selection of two candidates for the one-time Queen's Diamond Jubilee Medal.

Committee Members

Nancy Dorion, RN, Chair, Meath Park
 Sandra Hohn, RN, Saskatoon (until December 2012)
 Helen Donald, RN(NP), Big River
 Nathalie Senhouse, RN, Regina (until October 2012)
 Jayne McChesney, RN, Regina (beginning December 2012)
 Judy Schwindt, Public Representative, Pangman
 Leah Clement, RN, Regina, (beginning December 2012)
 Susan Greenman, SRNA staff support
 Shelley Svedahl, SRNA staff support

2012 Staff Directory

Executive Office

Karen Eisler, RN, Executive Director
Julie Benjamin, Executive Assistant, Governance
Suzanne Downie, RN, Project Manager

Communications & Corporate Services

- Susan Smith Brazill, Director, Communications & Corporate Services
- Shelley Svedahl, Manager, Communications & Government Relations
- Trevor Black, Manager, Finance & Technology
- Cheryl Weselak, Coordinator, Human Resources & Events Management
- Tony Giruzzi, Coordinator, Network Support
- Emery Wolfe, Senior Assistant, Corporate Services
- Susan Greenman, Senior Assistant, Corporate Services
- Maria Victoria Kos, Senior Assistant, Corporate Services
- Ashley Bisskey, Senior Assistant, Corporate Services
- Genie Mintram, Senior Assistant, Corporate Services (January - May 2012)
- Candice Sandeski, Senior Assistant, Corporate Services (January 2011 – September 2012)

Regulatory Services

- Shirley McKay, RN, Director, Regulatory Services/Registrar
- Brenda Hahn, Senior Assistant, Regulatory Services
- Karen Rhodes, Senior Assistant, Regulatory Services
- Dawn Aschenbrener, Senior Assistant, Regulatory Services
- Deb Mainland, Senior Assistant, Regulatory Services
- Anita Nivala, Senior Assistant, Regulatory Services
- Joanne Hahn, Senior Assistant, Regulatory Services
- Cheryl Hamilton, RN, Deputy Registrar
- Karen Turner, RN, Nursing Advisor, Regulatory Services
- Jeanine Brown, RN, Nursing Advisor, Regulatory Services
- Rhonda O'Hagan, RN, Advisor, Competence Assurance
- Erika Vogel, RN, Advisor, Competence Assurance
- Lois VanDerVelden, RN, Advisor, Competence Assurance (October 2012)
- Marilyn Morrison, Senior Assistant, Competence Assurance
- Adeline Michayluk, Senior Assistant, Regulatory Services (January - July 2012)
- Nikita Schmidt, Senior Assistant, Regulatory Services

Nursing Practice

- Barbara Fitz-Gerald, RN, Manager, Practice
- Debbie Cummings, Senior Assistant, Practice
- Lesley Stronach, Member Relations, Practice (November 2012)
- Linda Banerjee, RN, Nursing Advisor, Practice (January - May 2012)
- Linda Muzio, RN, Nursing Advisor, Practice
- Terri Belcourt, RN, Nursing Advisor, Practice
- Donna Cooke, Nursing, RN, Practice, Nursing Policy Advisor
- Marg Olfert, Nursing, RN, Practice, Nursing Policy Advisor (July 2012)

