

EMPLOYER NEWSBULLETIN

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RN Licensure in Saskatchewan

To practise registered nursing in Saskatchewan, an individual must be registered and licensed to practise with the SRNA. Only if the individual has a licence to practise nursing can he/she call himself/herself a GN, RN, RN(GNP), or RN(NP).

Practising without a licence is in violation of *The Registered Nurses Act, 1988* and there is no professional liability protection through the Canadian Nurses Protective Society (CNPS).

Registration Renewal 2015

Thank you to all employers for their assistance with a successful 2015 RN Registration Renewal. We are looking for ways to improve our registration and employer remittance process, and would welcome your feedback. Please direct your comments to: Barb Fitzgerald RN, Manager Regulation and Policy at bfitz-gerald@srna.org or Trevor Black, CMA, PMP, Manager of Finance and Technology at tblack@srna.org

SRNA Online Verification

To access the Verification Service go to www.srna.org “[Find a Nurse](#) (Verification Service)”.

The purpose of the SRNA Verification Service is two-fold:

- The public can use the Verification Service to identify that a person is providing nursing care in Saskatchewan is a Graduate Nurse (GN), RN (Registered Nurse), RN (GNP) Registered Nurse (Graduate Nurse Practitioner) or RN(NP) (Registered Nurse (Nurse Practitioner) registered in good standing with the SRNA.
- The Verification Service can also be used by employers to confirm the registration of GN, RN, RN(GNP) and RN(NP) employees.

Information on the Verification Service includes the: member's first and last name; registration number; category of membership; effective and expiry dates of his/her licence; and an asterisk (*) if there are any conditions or restrictions that have been placed on an individual's licence. The conditions or restrictions may include a(n): discipline order, court order of suspension, alternate dispute resolution agreement, undertaking or mediation agreement.

Historical information and additional information required by *The Registered Nurses Act, 1988* will not be available online at this time. Personal information, such as home or employment addresses, will continue to be maintained in the official Register at the SRNA office.

Questions about an asterisk, historical information or other should be directed to the Registrar at register@srna.org

The Registered Nurses Act, 1988, Section 43:

“(2) Every employer shall annually review the registration status under this Act of all nurses employed by the employer.

(3) Any employer who terminates the employment of a nurse on the grounds of alleged professional incompetence or professional misconduct shall report in writing to the association:

(a) the termination of the nurse; and

(b) the grounds of the alleged professional incompetence or professional misconduct.”

Graduate Nurse (GN) Licences

The GN licence is a temporary, four-month licence with two possible four-month extensions. An applicant must be scheduled to write the NCLEX-RN® in order to be eligible for a GN licence or an extension.

If an applicant plans to practise as a GN, the applicant must complete an online application and pay a fee of \$ 182.00. It is important that an applicant not practise prior to verifying his/her GN registration/licensure with the SRNA. It is an applicant's responsibility to confirm that his/her GN licence has been issued before he/she begins employment. An applicant is not eligible for an initial GN licence if they have failed the exam 2 times and have not previously had a GN licence.

It is a GN's responsibility to notify his/her employer that he/she will not be able to work until he/she has obtained a Saskatchewan RN licence.

It is the responsibility of the GN to confirm that their GN Licence has been issued before work commences. The GN and nurse manager or employers are able to confirm GN registration using our [Verification Service](#). Practising without a licence is in violation of *The Registered Nurses Act, 1988* and the GN would have no liability coverage through CNPS.

Even though a GN has passed the NCLEX-RN, he/she is not eligible to work as a RN until he/she has obtained RN licensure.

For more information see to <https://www.srna.bz/how-to-apply/register/gn-gnnp>

The Registered Nurses Act, 1988, Section 43(1):

“No person shall knowingly employ or continue to employ a person who is not a registered nurse or a graduate nurse to perform the practice of registered nursing.”

Scope of Practice and Graduate Nurse Membership

Graduate nurses may work in a variety of settings, including home care, long term and acute care. The GN member must practise nursing under the supervision of a RN. In areas where GNs are employed, an RN must be at work and available to direct the work actions or performance of the graduate nurse in a collaborative practice. In Long Term Care facilities and on Mental Health units, a RN and/or a Registered Psychiatric Nurse (RPN) must supervise a GN. Collaborative practice shall be defined as a process which involves the GN and RN working together, in each other's presence as necessary.

For more information see the SRNA [Guidelines for Graduate Nurse Practice](#).

National Council Licensure Exam, Registered Nurses (NCLEX-RN®)

On November 15, 2014 the SRNA began taking applications for Graduates of Canadian Nursing Education Programs and Internationally Educated Nurses (IEN)s to write the NCLEX-RN®. The NCLEX-RN® is administered by the National Council of State Boards of Nursing (NCSBN) and is delivered by Pearson VUE. The SRNA provides applicants with the eligibility to write the exam and grants registration and licensure to practice as a RN in Saskatchewan. Eligible applicants can begin writing the exam in January 2015 at the Pearson VUE site at the Midtown Plaza in Saskatoon, and a temporary site on specific dates only at the Double Tree Hilton in Regina.

Information on the SRNA's requirements for exam eligibility, general information, frequently asked questions, exam dates and locations, and resources are found at <https://www.srna.bz/how-to-apply/exams/nclex> or by contacting the SRNA at exams@srna.org

Please contact Barb Fitz-Gerald, Manager of Regulation and Policy at 1-800-667-9945 ext 229 or 1-306-359-4229 or by email at bfitzgerald@srna.org to discuss how these proposed changes may impact your recruitment process.

SRNA introducing a Jurisprudence Requirement for RN and RN(NP)

At the Annual Meeting on May 6, 2015 in Saskatoon, the SRNA will present a bylaw to support the introduction of a jurisprudence requirement as part of the Continuing Competence Program (CCP) for RN and RN(NP) practice. The SRNA's move in this direction is in line with the other Canadian nursing jurisdictions who agree that RNs must have an understanding of jurisprudence in order to meet their standards of practice and to ensure client care is safe. A number of nursing jurisdictions have introduced or will be introducing this requirement over the next while.

Jurisprudence is a legal term that applies to the study and theory of laws. In the nursing field, it applies to federal and provincial legislation and is found in Acts, regulations and policies that apply to nursing practice and the delivery of health care. In Saskatchewan, these laws will apply directly and indirectly to the SRNA's mandate and the roles and responsibilities of a practicing member. Many laws apply to nursing practice in Saskatchewan. Examples include but are not limited to: *The Registered Nurses Act, 1988*; *The Health Information Protection Act*; *The Mental Health Services Act*; and others.

The purpose of a jurisprudence requirement for RN practice is to evaluate a RN's awareness of any provincial or federal laws that apply to his/her practice. The details for the jurisprudence requirement in the CCP program will come into effect in the 2016 licensure year. The SRNA is forming an ad hoc committee with members and stakeholders to recommend the program criteria.

As this project progresses the membership and employers will be updated and asked for comments. If you have questions please contact Shirley McKay, RN Registrar at smckay@srna.org or Barb Fitz-Gerald at bfitz-gerald@srna.org

Canadian Nurse Practitioner Examination (CNPE)

- May 6, 2015
- October 14, 2015

For more information about the CNPE and other Nurse Practitioner Exams, please click the link below:

<http://www.ccrnr.ca/nursing-exams.html>

Applications for RN(NP) exams and licensure in Saskatchewan may be obtained by emailing register@srna.org.

For the complete 2015 fee schedule please visit our website at:

<http://www.srna.org/index.php/registration/srna-fee-schedule/3-main-section/registration/269-srna-fee-schedule-2015>

Continuing Competence Program

The 2015 Continuing Competence Program (CCP) documents will be available only on the SRNA website www.srna.org unless a member specifically requests a paper copy. Effective the 2015 licensure year, RN(NP)s will be required to complete a new self assessment form which includes both the RN and RN(NP) standards and competencies. As this program is mandatory for all RNs, RN(NP)s, RN(GNP)s and GNs, the employer has a responsibility to support their employees in continually developing their knowledge and skills. This can be achieved by:

- Asking RN and RN(NP) employees about their learning needs and learning activities that could enhance their practice;
- Providing or facilitating educational opportunities;
- Encouraging RN and RN(NP) employees to utilize work computer stations to access CCP documents while at work

Continuing Competence Program (CCP) Audit

It is mandatory for all GNs, RNs and RN(NP)s to participate in the SRNA Continuing Competence Program. Information on this program is available at <http://www.srna.org/index.php/rn-competence/continuing-competence>

As part of the SRNA's mandate and accountability to the people of Saskatchewan and the nursing profession, the SRNA conducts an annual audit of member participation in the CCP. Results of the audit are published in the SRNA *Newsbulletin* and Annual Report.

- A random sample of practising RNs and RN(NP)s are selected annually to participate in the CCP audit. Selected members are advised by mail and requested to forward information which will include a continuing competence audit survey form, and/or the CCP documents (self-assessment; feedback; learning plan; and evaluation of learning).
- Submitted documents are blinded to ensure confidentiality is maintained. Once blinded, all submitted documents are reviewed by a panel of RNs or RN(NP)s.

Upon completion of the audit the member is provided feedback on their documents.

The Role of the SRNA

The purpose of the SRNA is to protect the public by ensuring RNs and RN(NP)s are safe, competent, ethical practitioners. One of the ways that the SRNA fulfills its mandate is by ensuring RNs and RN(NP)s maintain competence by mandatory

compliance with a continuing competence program and by practising a minimum of 1125 hours in five years.

RN & RN(NP) Hourly Bylaw Audit Program

To maintain eligibility for registration as a practicing member, RNs must work 1125 hours in a five-year period immediately preceding the registration year for which registration is sought. RN(NP)s must work 900 hours of which 600 hours must be in direct clinical practice in the three-year period immediately preceding the registration year for which registration is sought.

- Members are selected at random to participate in the Audit Program.
- Each year SRNA audits practising RNs and RN(NP)s.
- The member is provided with a form to sign and forward to their human resource/payroll department authorizing them to complete the form and forward it to SRNA.
- Your cooperation in completing the form and returning it to SRNA is appreciated.

Did You Know?

SRNA randomly audits members to ensure they have maintained the required practise hours. Your role as an employer is to;

- A. Verify RNs and RN(NP)s are currently licenced to practice.
- B. Notify the SRNA if an employee is terminated due to incompetence and/or misconduct.

SRNA randomly audits RN and RN(NP) members to ensure they are in compliance with continuing competence requirements.

For more information about the RN Hourly Audit program, please click on the link below:

<http://www.srna.org/index.php/registration/audit-program>

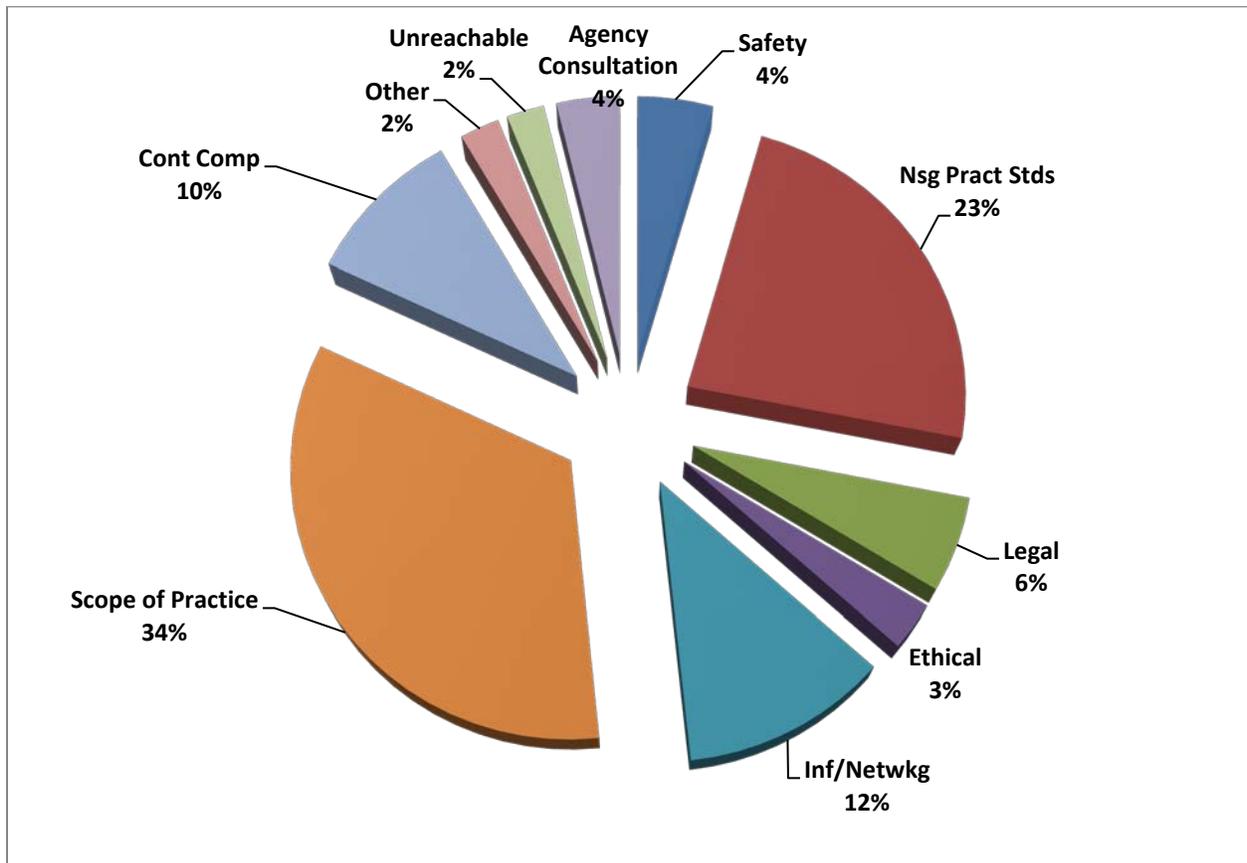
Practice Advisement

Supporting RN Practice – Practice Calls

The SRNA Practice Team is available for consultation on professional practice issues. We provide a confidential service that is designed to enhance and promote safe, ethical and competent practice. The protection of the public is our 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.

For 2015 (January 2- December 31), there were 846 practice calls. This is up by 39% from 2014. The calls related primarily to scope of practice, information/networking and nursing practice standards as graphically depicted below:



52% of all the calls we received came from direct care nurses, 21% from administrative nurses, 13.5% from RNs in education, 0.1% research, 0.2% policy and 13% were non-RN calls. 38% of the calls came from an urban location, 25% were rural, 9% were from the north, 20% were unknown or not applicable and 6.6% were from multiple locations.

For more information or to contact a Practice Advisor: Ph: 1-800-667-9945, 359-4200 (Regina) or Email: practiceadvice@srna.org.

Standards for RN Specialty Practices: A new document to support RN practice.

The *Standards for RN Specialty Practices* is a new SRNA document to support the implementation of specialty practices. Specialty practices are specialized skills, treatments or interventions that are within the scope of the general practice RN. They include specialized competencies for client care that is unique to a practice setting and are built upon the foundational competencies that are obtained in an entry to practice RN education program.

http://www.srna.org/images/stories/Nursing_Practice/Leading_Change/RN_specialty_practices_2014_05_16_DRAFT.pdf

SRNA Council approved the document at their February 2015 meeting. It will remain in draft form until it is incorporated by reference into the SRNA bylaws at the May 6, 2015, SRNA Annual Meeting. It will come into effect following the approval of the regulatory bylaws by the Ministry of Health.

Highlights from the new document include:

- Standards for RN practice and the responsibilities for the SRNA and an employer. These responsibilities are also shared with physicians when a RN must use a RN clinical protocol.
- Conditions for when a specialty practice will be guided by using either a Procedure or a RN Clinical Protocol. Each process has unique features and responsibilities.
- Information for identifying the appropriate situation when a RN Clinical Protocol can be implemented either independently without a client-specific order or will require a client-specific order. The three situations for RN Clinical Protocols include:
 - 1) the immediate management of a Health Condition in an Emergency without a client-specific order.
 - 2) the provision of care in a Health Service Program without a client-specific order.
 - 3) the implementation of an Advanced RN Intervention with a client-specific order.
- Criteria that must be met in order for a specialty practice to be implemented, e.g. an assessment of the research to demonstrate that an activity is safe for RNs to provide and for the public to receive; an employer policy that supports the practice; identifying the specialized competencies and educational requirements; and ensuring adequate resources such as personnel and equipment are available.
- Several resources in the Appendices to provide additional information and assist with the implementation of a RN Clinical Protocol.

Learn more about specialty practices by visiting the RNs Leading Change link at www.srna.org or contacting practiceadvice@srna.org

SRNA Medication Administration Document Revision 2015

SRNA staff are taking a forward thinking approach for the revisions of the 2007 SRNA Medication Administration document to move the current document towards a Medication Administration Decision Making Framework. The vision is to enhance electronic resources and case studies so members can access current, user friendly, and practical medication administration information. Stay Tuned for more information.

SRNA Work with Key Stakeholders to Provide Strategic Leadership to Discuss Accessible and Appropriate Pain Management

SRNA supported the Pain Management Professional Practice Group (PPG) to identify key stakeholders and hosted a successful provincial key stakeholder meeting on November 7, 2014 in Saskatoon. The College of Physicians and Surgeons and the SRNA provided funding to the Pain Management PPG group to host this initial meeting. The evening included a presentation from Lynn Cooper, President and Pain Advocate, and Maria Hudspith, Executive Director with Pain BC. Rich discussions took place as key stakeholders engaged in addressing the need for consistent pain management across the province. Resources required to develop a provincial pain strategy were identified. The key stakeholders were a diverse group of administrators, physiotherapists, pain specialists, policy makers, educators, psychologists, pharmacists, physicians, educators, RNs, RN(NP)s, and a public representative. The SRNA Pain Management PPG group is preparing a report of the findings of the meeting that will be complete by March, 2015. SRNA staff and the Pain Management PPG group are involved in strategic planning towards a Saskatchewan Pain Strategy.

Registered Nurse (Nurse Practitioner)s [RN(NP)]s Projects and News

2014 marked the 10th Anniversary of RN(NP)s to be licensed in Saskatchewan. RN(NP)s are registered nurses with advanced education, knowledge, and skills. RN(NP)s are integral members of the health care team who provide and coordinate initial, continuing and comprehensive advanced nursing services in rural, remote and urban areas of the province. RN(NP)s serve the diverse populations of Saskatchewan across the continuum of health care throughout the life span. The spectrum of health services that RN(NP)s provide encompasses: health promotion and maintenance of wellness; illness and injury prevention; and health care management of common acute and chronic illnesses. There are 185 RN(NP)s in the province.

Effective January 13, 2015 RN(NP)s Authorized to Prescribe Controlled Drugs and Substances

The Saskatchewan Registered Nurses' Association is in full support of the Saskatchewan government's announcement of regulation changes that will allow RN(NP)s to prescribe controlled drugs and substances to patients for the first time in Saskatchewan. This new authority means that as of January 2015 citizens of Saskatchewan will have greater access to timely health care and a range of continuous services from RN(NP)s. Other provincial jurisdictions have introduced this regulation and some jurisdictions are still working on provincial processes. As part of the regulatory mandate of the SRNA, we will work collaboratively with the Prescription Review Program to monitor the prescribing patterns of the RNs (NPs). Prescribing guidelines, best practice guidelines, resources and FAQ's that relate to RN(NP)s authority to prescribe medications are posted on the SRNA web site at <http://www.srna.org/index.php/nurse-practitioner/rnnp-updates>

CCRNR NP Practice Analysis

The CCRNR NP Practice Analysis project continued throughout 2014. The purpose of the NP Practice Analysis is to inform future decisions about entry-to-practice exams and develop consistent requirements for licensure or registration across the country. The CCRNR NP Practice Working Group is a national working group, consisting of representatives from the Canadian nursing regulators. It has been established by CCRNR to coordinate the various phases of this project. This working group was responsible for recommending individuals to participate in a research advisory group as well as three subject matter expert panels of NPs. Three NP Subject Matter Expert panels for the family/all ages, adult, pediatric and the Research Advisory Committee met in recent months to develop and refine the activity statements that have formed the framework for the survey. ProExam completed the CCRNR NP Practice Analysis in December, 2014 which surveyed NPs and NP educators from across Canada. The final report for this project is to complete by the end of April, 2015. For the Communiqués and FAQ's please visit the web site at www.ccrnr.ca

RN(NP) Have Been Authorized to Complete Pre-op Assessments

The Saskatchewan Ministry of Health has amended the Hospital Standard Regulations, 1980 Section 55.1 to authorize Nurse Practitioners to complete pre-operative

assessments. The amended Hospital Standards Regulations are available at <http://www.qp.gov.sk.ca/documents/English/Regulations/Regulations/SR331-79.pdf>

The amended provincial legislation is published in the Saskatchewan Gazette is available online at

<http://www.qp.gov.sk.ca/documents/gazette/part3/2014/G3201432.pdf>

NPOS Video and Proclamation Day

The Nurse Practitioners of Saskatchewan (NPOS) is working to increase visibility of the NP with the development of a NP video showcasing the role of the NP. They have worked with the SK Ministry of Health and are excited to announce that April 27th, 2015 will be proclaimed Nurse Practitioner (NP) Awareness day. A flag raising and proclamation of the good work NP's do will be celebrated on that day at the legislative building.

NPOS represents the professional interests of all RN(NP)s in Saskatchewan. Founded in 2001 as a membership unit of the Saskatchewan Registered Nurses Association (SRNA). NPOS advocates for accessible, high quality health care in our province by influencing the integration of RN(NP)s across the health care system. Benefits of NPOS membership include advocacy, educational, and professional support. For more information please visit www.npos.ca

Transparency of RN(NP) License Information and Places of Employment

A List of RN(NP)s licensed with the SRNA and their places of employment will soon be available on the SRNA website. Please visit www.srna.org

If you have any questions regarding RN(NP) practice please contact Donna Cooke, RN, Nursing Advisor, Policy, SRNA at 359-4202 or by email dcooke@srna.org

Support your RNs and RN(NP)s to attend!

Register now at www.srna.org

The event features:

Greetings from Barb Shellian, RN, CNA President-Elect

Opening keynote is Dr. Marlene Smadu

Awards speaker is Brian Thwaites, author of "The Big Learn: Smart ways to use your brain"

Closing Keynote: Riane, Eisler, JD, PhD(h)

LeaRN: Leading RN Continuing Competence

LeaRN is a SRNA education initiative designed to support members in their professional practice. Working together with our members, LeaRN will:

1. Provide regular educational events for RNs and RN(NP)s
2. Support RNs and RN(NP)s in applying SRNA documents to practice
3. Offer learning opportunities in a variety of ways (online, printable workbooks, case studies, etc).
4. Offer learning opportunities 24/7
5. Expand the Workplace Educator role

Watch the SRNA website for more information and details coming soon! Questions? Please contact Terri Belcourt, RN, Nursing Advisor, Learning & Engagement, at tbelcourt@srna.org

SRNA Workplace Educators

The SRNA Nursing Practice Team is working with 21 RNs who are Workplace Educators to provide presentations to SRNA members in their workplaces. The presentations are on the CNA Code of Ethics, Continuing Competence Program, Documentation, Medication Administration and Mobile Devices, Apps and Social Media. Presentations can be requested by contacting links@srna.org. The RN Workplace Educators are located in the Cypress, Five Hills, Heartland, Prairie North, Prince Albert Parkland, Regina Qu'Appelle, Saskatoon, Sun Country and Sunrise Health Regions. For

more information please contact Terri Belcourt, RN, Nursing Advisor, Learning & Engagement, at tbelcourt@srna.org.

The SRNA thanks the employers who are supporting their employees to participate in this program and the Workplace Representatives for volunteering to be a part of this program.

The SRNA provides information on upcoming educational events for RNs and other health care professionals on the SRNA website. The education is from around the province to across Canada. The list of coming events is found at:

<http://www.srna.org/index.php/events/upcoming-events>

Professional Topics of Interest

The SRNA is always looking for members to fill roles on internal and external committees. We ask all members to make their professional interests known to us by selecting topics of interest at www.srna.bz. To find the topics of interest, please [login](#) to your SRNA account then select the “Connect” button on the [MySRNA](#) home page. Your selections will only be recorded if you login prior to making your selections. Questions? Please contact Lesley Stronach, Executive Assistant, Communications & Corporate Services, at lstronach@srna.org.