

Top 10 List for New Managers

Whether you are a brand-new manager of registered nurses or someone who has been managing for a while, it is helpful to have a list that outlines key organizations and resources that impact registered nursing practice.

- 1) Saskatchewan Registered Nurses Association (SRNA)**- This is the regulatory body for Registered Nurses and its' mandate is protection of the public. It is commonly recognized that the SRNA provides licensure to RNs, but the organization does these things too:
 - Establishes standards and competencies and code of ethics for GNs, RNs, RN(AAP)s, RN(GNP)s and RN(NP)s.
 - Approve nursing education programs leading to registration as an RN or RN(NP).
 - Develops and offers documents that guide RN practice.
 - Offers educational sessions to members and others about issues that impact RN practice (e.g. a spring conference, education days, Webinar Wednesdays, etc.)
 - Provides practice consultation to members and others about RN practice.
 - Develops and monitors the member Continuing Competence Program.
 - Administers the Competence Assurance Process to investigate and discipline members who are reported for not meeting professional standards.
 - Sponsors Professional Practice Groups (PPGs) that provide opportunities for learning and networking for nurses focused on specialty areas (e.g. OR, ER, Occupational Health, Pain Management, etc.)
 - Recruits Workplace Reps and Workplace Educators who communicate SRNA messages to members and provide feedback to the SRNA.

www.srna.org

- 2) Canadian Nurses Protective Society (CNPS)**. All registered nurses in Saskatchewan receive their legal liability insurance through the CNPS.
 - This organization is staffed with nurse lawyers and lawyers who offer individual practice consultation to SRNA members.
 - They also offer a range of documents and webinars that outline legal issues and nursing practice.

<http://www.cnps.ca/> or 1-800-267-3390

- 3) The Canadian Nurses Association (CNA)**. CNA is a unified voice for Canada's registered nurses representing registered nurses from 10 provincial and territorial nursing associations and colleges, independent registered nurse members from Ontario and Quebec and retired registered nurses from across the country. CNA advances the

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practice and profession of nursing to improve health outcomes and strengthen Canada's publicly funded, not-for-profit health system. They provide educational opportunities and promote certification of RN nursing specialties.

<https://www.cna-aiic.ca/en>

4) **Patient Safety Resources**

- a) **Canadian Patient Safety Institute (CPSI)**. Established by Health Canada in 2003, the Canadian Patient Safety Institute (CPSI) works with governments, health organizations, leaders, and healthcare providers to inspire extraordinary improvement in patient safety and quality.

<http://www.patientsafetyinstitute.ca/en/Pages/default.aspx>

Check out the following programs that are associated with CPSI:

- i) Patients for Patient Safety Canada
- ii) Safer Healthcare Now!
- iii) Global safety alerts
- iv) Shift to Safety

- b) **Institute for Safe Medication Practices (ISMP)**. This is an independent national not-for-profit organization committed to the advancement of medication safety in all healthcare settings. They have excellent resources and provide consultation.

<https://www.ismp-canada.org/index.htm>

- c) **Saskatchewan Ministry of Health Safety Alerts**. Patient Safety Alerts are issued when recommendations following the review of a critical incident may benefit the province more broadly. Sharing information about an event along with recommendations to prevent the event from recurring, promotes learning and helps improve health system quality and safety.

<https://www.ehealthsask.ca/services/resources/Pages/Safety-Alerts.aspx>

- 5) **Office of the Saskatchewan Information and Privacy Commissioner (OIPC)**. At times, managers may need to deal with concerns about maintaining the privacy of health information or have concerns raised about potential or actual breaches of confidentiality. This is one resource that may assist you in resolving those concerns.

<https://oipc.sk.ca/>

- 6) **Canadian Agency for Drugs and Technologies in Health (CADTH)**. A trusted source of evidence on drugs and medical devices in Canada. This organization will provide you with evidence to support your decision-making as a manager.
<https://www.cadth.ca/>
- 7) **Saskatchewan Health Information Resources Program (SHIRP)**. This university based library program provides access to information for educational, research and non-commercial use by licensed health professionals in the province of Saskatchewan. This invaluable resource can help managers or RNs at the point of care with evidence-informed decision-making by being a source for recent and relevant journal articles.
<http://shirp.libguides.com/friendly.php?s=home>
- 8) **Health Quality Council (HQC)**. A team of individuals with many different skills committed to helping Saskatchewan's health system make care better and safer for the people of Saskatchewan.
<http://hqc.sk.ca/>
- 9) **Registered Nurses Association of Ontario (RNAO) Best Practice Guidelines**. RNAO has developed best practice guidelines for nursing practice. All are evidence-based and available for use by nurses in Canadian healthcare.
<http://rnao.ca/bpg>
- 10) **Unions and Collective Bargaining Agreements-** Managers should make it a priority to become familiar with the collective agreements for all categories of staff within their unit.

Fast Facts for Managers of Registered Nurses

- All Registered Nurses are held accountable to the current SRNA Standards and Foundation Competencies for Registered Nurses and the Code of Ethics, therefore it is essential that all managers of RNs are familiar with these documents. You can find these on the SRNA website www.srna.org
- Did you know that *The Registered Nurses Act (1988)* contains a mandatory reporting requirement indicating that if you terminate a GN, RN, RN with Additional Authorized Practice, RN(NP), or RN(GNP) for professional incompetence or misconduct, you must report this to a SRNA Competence Assurance Advisor?
<https://www.srna.org/rn-competence/competence-assurance>
- Renewal of RN registration occurs between September and November of each year in order for RNs to hold a valid registration effective December 1st.
- As a manager, upon initial hire of an RN then yearly prior to December 1st, you are responsible to verify that all RNs working in your unit have a current and valid registration. You can do this by visiting the verification section of the SRNA website.
<https://www.srna.org/verification-service/verification-terms>
- Managers of RN (whether they are RNs themselves or non-RNs) are welcome to attend the SRNA Annual Meeting. However, only currently practicing members are able vote. These meetings are advertised on our website www.srna.org
- Managers of RNs are encouraged to keep informed about the most recent business of the SRNA by accessing the SRNA NewsBulletin posted on the website.
<https://www.srna.org/communications/srna-newsbulletin>
- The SRNA Prescription Review Program is a prescription monitoring program that is educationally based and monitors for appropriate prescribing and use of all PRP medications in the province. If you are an employer of RN(NP)s, an understanding of this program is essential.
<https://www.srna.org/nurse-practitioner/prescription-review-program>
- Participation in the SRNA Continuing Competence Program (CCP) is mandatory for all RNs. It may be beneficial to indicate to the staff in your unit that you would be open to discuss their learning plans and goals. There may be wonderful opportunities for them

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to share knowledge with others in the unit and to positively impact client outcomes while completing their CCP.

- RN Scope of Practice is evolving. There are many exciting initiatives underway such as RN Specialty Practices, RNs with Additional Authorized Practices, and others. You can learn more by visiting the RNs Leading Change section of the SRNA website.
- Staffing decisions should be evidence-informed. Use of a decision-making framework is essential when implementing or changing staffing models. Several key documents outline the responsibilities of RNs when assigning and coordinating care. These are available at <http://www.srna.org/index.php/component/content/article/17-main-section/256-leading-change-rn-role-clarity>
- When you hire a new graduate, it is essential to verify that they are licensed as a graduate nurse prior to them participating in orientation activities that involve direct patient care. If they are not licensed, there are many implications including they have no liability insurance should there be an untoward patient outcome. Graduate nurse licenses are issued for a period of 4 months and may be renewed twice (total one year of GN practice) if they are scheduled to write the NCLEX-RN registration exam and with submission of supportive documentation from you as the manager. For more information about this, please click here.
<https://www.srna.bz/how-to-apply/register/gn-gnnp/grad-nurse-initial>
- While licenced as a Graduate Nurse, the member must immediately report to the Registrar if he/she has obtained a conviction or finding of guilt for any criminal offense under the Criminal Code (Canada), the Controlled Drugs and Substances Act (Canada) or any similar legislation in any province, territory, state or country, or any offence in relation to the practice of nursing or another profession in any jurisdiction. Contact register@srna.org; Phone: (Regina) 306-359-4200; (Toll free) 1-800-667-9945
- The SRNA has [Workplace Representative](#) and [Workplace Educator](#) programs to foster ongoing communication between the SRNA and members.

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