

PRESIDENT'S REPORT

Over the past year there have been many challenges and opportunities for RNs and NPs. Sometimes it feels like decisions are being made and we have no control or input. I want to assure you that ARNPEI is very involved at all levels in clarifying the role and the potential of RNs and NPs to improve the health and well-being of citizens and fill many of the gaps in health care services. With the support of ARNPEI Councillors and consultation with other knowledgeable nurse members, we can clearly articulate the value of our members, and we demonstrate to others the diversity of RN and NP roles across the continuum of care.

When I started my term as President I had a vision of what I hoped to accomplish with the support of our staff and Councillors over the next two years. At our first meeting we reviewed the strategic plan and established priorities for the year. We decided to focus on three areas which were aligned with the strategic plan. These three broad areas were:

- 1. Reviewing and streamlining our finances**
- 2. Public engagement**
- 3. Member engagement**

As you know we have been in a deficit for the past few years, and we as Council have made decisions about ARNPEI operations based on this financial situation. I am very pleased to inform you that as a result of changes made, Council has approved a **balanced budget** for the 2016 fiscal year. Everyone on Council and ARNPEI staff take fiscal responsibility seriously. Much thought and deliberation and debate went into some of the decisions we made. It became obvious that our space did not meet our needs in many ways and thus, primarily to save costs, the ARNPEI office will be moving. Our new location is Maypoint Plaza (161 Maypoint Road). We have signed a five-year lease and our moving date is May 4. This new space will provide parking, allow for professional conduct reviews to be held at the office to avoid the cost of hotel rental etc., provide meeting rooms for the President, nursing students etc. We are excited to have a space that is renovated to meet our needs and hope that it will generate some energy as we move forward in advancing the RN and NP into the future. Please spread the word to your peers and join us for an open house on May 14 from 1 to 6 pm. Everyone is welcome to drop in at any time. A major concern and impact on finances are the professional conduct reviews. These are increasing in number and are costly to the Association. We can control some of the costs associated with PCRs by having appropriate space in the new office and making changes to the process as appropriate. However, we are more concerned by the situations in which our nurses find themselves a focus of a professional conduct review. With a goal of prevention and/or early intervention, we are presenting a workshop later today to educate nurses regarding their professional responsibility and sources of support for colleagues who may be at risk. More information on cost containment will be reviewed with the financial report.

ARNPEI's Strategic Plan has three goals:

GOAL #1: To improve visibility, communication and transparency regarding ARNPEI with Association members.

GOAL #2: To clarify the role and scope of the practice of the Registered Nurse

GOAL #3: To increase the awareness of the role of the ARNPEI as a professional and regulatory body.

GOAL #1: To improve visibility, communication and transparency regarding ARNPEI with Association members.

Education of members remains a priority for ARNPEI.

Throughout 2014 ARNPEI provided numerous educational sessions aimed at optimizing the role of the Registered Nurse. These presentations were in response to requests received from various workplaces. Some consisted of formal presentations while others were quite informal depending on the issues identified. If anyone missed any of these please call ARNPEI and arrangements will be made to meet with your group. In 2015 we want to build on this theme but expand our audience by helping the public understand the role of RNs and NPs and how they impact the health system. I will talk about this more under Goal #2.

Since Goal #1 focuses on visibility, we spent some time examining how we were currently communicating with members and what steps we could take to improve in this area. In December of 2014, ARNPEI was very fortunate to have the opportunity to have Nahanni McIntosh, Managing Editor, Canadian Nurse Journal, Communications and Member Outreach, join us at ARNPEI for a day and a half. Our original purpose was to assist us in providing additional techniques to increase member engagement rather than simply providing information. Nahanni was a rich resource and left us with many ideas as well as quick tips such as changing from traditional newsletters to a blog and adding an interactive timeline on our website, among other things. We are also working on an election strategy so that we can target another audience on further utilization of RNs and NPs in meeting the needs of the public.

ARNPEI's 2013 Fall Conference entitled *Addictions Unplugged* was co-hosted with the Medical Society of PEI. This conference represented a good start in understanding the complexities of mental health and addictions. In 2014 we shifted our focus to another area of concern *Fostering Healthy Workplaces: Put a Stop to Bullying*.

At this year's AGM we are discussing substance abuse but with a new focus on early recognition of issues by fellow colleagues.

GOAL #2: To clarify the role and scope of the practice of the Registered Nurse

Clarification of the role and scope of RNs remains an area requiring further education. Scopes of practice of both RNs and NPs are constantly evolving.

The ARNPEI Steering Committee arising from CNA's *National Expert Commission* began its work in 2013. Most of you will remember that in February 2014 ARNPEI Council approved a position statement on the *Role of the Registered Nurse*. The goal of this position is to highlight the role of the RN within today's primary health care delivery system, to help RNs articulate their role and to act as a reference document for others to better understand the role of the RN. This position statement and an accompanying Frequently Asked Questions were posted on the website.

Having developed this position the committee moved on to their second priority of examining the role of the RN in the public domain, and it is this priority that I am very enthusiastic about. ARNPEI's NEC identified three areas to be used to guide public understanding of the role and value of the RN - seniors, mental health, and primary care. The committee is developing an overview of current provincial concerns related to these three areas and describing how the RN can impact current concerns to improve health outcomes, in short to remind people that RNs can help across the continuum of care. My area of interest is advancing the understanding of RNs and NPs in primary care and helping RNs realize how they incorporate primary health care principles in planning care. It is in this area that I truly believe that our target audience must be the public, and that is where our focus will be during my term as President.

As ARNPEI's President I wanted to build upon the NEC work by providing information sessions to facilitate public understanding of RN/NP practice on PEI. We have put out a call to organizational groups across the province and will be giving information sessions to any group who responds. At the time of this report fifteen communities have requested the ARNPEI presentation. I want to personally thank the many RNs and NPs who have offered to join me in providing these presentations. Please keep a watchful eye for a presentation in your area, and if anyone here might be interested in participating in any of these just let us know and we will add your name to the list of facilitators.

We have excellent NPs on PEI and I am pleased to report that ARNPEI has highlighted two NPs on our website. It is important that we continually promote a better understanding of their role. As President I have met with NPs to hear their concerns about practice and find additional ways to fully integrate NP practice across the province, and I want to continue to work with Health PEI to develop understanding of the role across all health sectors.

GOAL #3: To increase the awareness of the role of the ARNPEI as a professional and regulatory body.

This is another area where I believe that ARNPEI must continue to show leadership.

ARNPEI was fortunate once again to have been given the opportunity to preceptor two fourth-year UPEI students for twelve weeks. Their research project this past fall focused on population health as part of their community rotation. The students were very excited about their research project and conducted a detailed content analysis of all of the responses received from both students and RNs. The students felt privileged to be providing these research findings at UPEI's Research Day and reported back on the enthusiastic response to the content presented. As President I would like to thank members who participated in this survey. I would like to thank ARNPEI staff for ensuring the students had a great experience and exposing them to registered nursing at a professional, organizational level.

Over the past year ARNPEI purchased RN pins for members which clearly indicate their professional status as a Registered Nurse. We encourage each of you to contact ARNPEI to receive your own RN pin if you have not already done so. Council also decided to extend it to the new UPEI graduates again this year. ARNPEI will present the UPEI graduating class with their first official symbol of becoming a RN and welcome them into the profession. I was honored to be part of this pinning of UPEI nursing graduates for 2014 and am looking forward to repeating this for the 2015 graduates on May 8.

ARNPEI continues to be very involved in developing professionalism among the students. Paul Boudreau, ARNPEI's Coordinator of Regulatory Services, continues to present ongoing information sessions to UPEI students on writing the national RN exam, issues arising from the use of social media in the workplace, ARNPEI's *Standards for Nursing Practice*, CNA's *Code of Ethics for Registered Nurses*, the *Registered Nurses Act* and Professional Conduct Review Regulations.

As your representatives we have many opportunities to advance, support and advocate on your behalf. Myself as President, members and staff are working hard on your behalf on a variety of committees and working groups with Health PEI, UPEI, the PEI Health Sector Council, and the Premier's Action Committee on Family Violence Prevention to name a few. I am pleased to report that our opinion and input has been sought on many issues by the Minister of Health and other groups. We are making every effort to be informed and prepared to respond by anticipating current issues and concerns and evaluating the research as required. You can help. Please keep the office or myself informed of issues in the workplace so that we can be prepared to support you.

The *Regulated Health Professions Act* (umbrella legislation) incorporates numerous health care professionals under one act thereby streamlining the process of regulation instead of each discipline having a separate piece of legislation. Pharmacists are under the RHPA and the LPN legislation is currently undergoing changes to also be incorporated. This change will have many implications for ARNPEI including a probable merging of our professional body with the LPNs into one nursing organization and possibly a change in mandate for ARNPEI to only a regulatory body with no professional or advocacy function. We have not been informed that this outcome will occur; however, a change of mandate has occurred with the College of Registered Nurses of Nova Scotia, the College of Registered Nurses of Manitoba and the College of Registered Nurses of British Columbia. The College of Nurses of Ontario has had two separate bodies for many years. Alberta has been successful in retaining both mandates as the College and Association of Registered Nurses of Alberta, and this is how we want to operate on PEI under the RHPA. ARNPEI has been informed that since the RN Act is relatively new (2006) and is working well, we will continue to function under our current RN Act until the time has come to incorporate RNs into this Act. The *Regulated Health Professions Act* is a standing agenda item for each Council meeting.

Work on the 2016 strategic plan will be commencing in September 2015. As I enter my second term I will be recommending that the focus of this plan remain on member and public engagement.

CNA BOARD ACTIVITIES

The Canadian Nurses Association works very hard on behalf of all members. As President of ARNPEI I currently am the representative for our jurisdiction. There are three national meetings every year as well as many web-based meetings. Many of the priorities of CNA will be presented at the CNA annual meeting in Ottawa, June 2015. However, a brief summary of activities includes strategic planning, policy changes and bylaw changes to align with the 2014 not-for-profit act and new anti-spam legislation. In November we participated in meetings with Members of Parliament in which we asked for support for issues focused on seniors and home care. This activity was well received, and we have had many responses and follow-up meetings to advance this agenda.

There has been much discussion and debate regarding membership within CNA from several jurisdictions. CNA has a mandate now to advocate for registered nurses and nurse practitioners and does not have a regulatory role. Therefore, some changes have been required to achieve goals and objectives of the Association.

We have reviewed the literature as well as multiple documents regarding end of life issues in response to the decision on the Carter case. CNA has had many challenges with the budget due to changes over the past few years and has shown outstanding commitment in managing the affairs of the Association. It is a privilege to be involved at this level and to witness the positive impact of CNA to the profession both in Canada and around the world.

Respectfully submitted,
Nancy MacFadyen, President

EXECUTIVE DIRECTOR’S REPORT

Registration and Licensure - As you will see from the statistical profile below, the number of RNs licensed to practice on PEI in 2014 has shown a small decrease from last year. The number establishing registration by examination was up in 2014 and the number registered by endorsement was down. I am pleased to report that ARNPEI now has 18 NP endorsements.

STATISTICAL PROFILE OF ARNPEI MEMBERS 2010-2014

NUMBER OF REGISTRANTS	2014	2013	2012	2011	2010
Active Practicing Membership	1738	1755	1772	1728	1679
Associate Membership	48	41	37	44	37
Renewals/Reinstatements	1642	1662	1660	1609	1562
New Registrants					
<i>By examination</i>	75	62	78	84	76
<i>By endorsement</i>	21	31	34	35	41

In 2013 ARNPEI initiated on-line renewal and 2014 renewal was very successful.

Financial Report - Council reviews the financial statements at each meeting. Council also receives the report from the auditor and approves the budget for the coming year. These reports are then brought to the annual meeting for member information. The 2014 Auditor’s Report can be found in Appendix A. If you turn to the Statement of Income and Expenses in Appendix A, you will see that in 2014 there was a deficit of \$182,178. The deficit was primarily due to professional conduct review costs and professional fees. Appendix B contains a balanced budget for 2016. Much of the savings are due to the increased income with the license fee increase to \$450 and the decrease in rental costs with the move to Maypoint Plaza which also allows us to be able to host the PCRs in-house. In creating the 2016

budget we reduced fall conference to cost-recovery, reduced our donation to CNF and eliminated funding for the continuing education fund and scholarship awards.

Council and Committees - Council continues to meet four times a year. I want to thank each of the Council members for their dedication and guidance throughout the year and the Committee Chairs/members for the expertise they provide to assist Council in decision making. In addition to Council, I want to acknowledge Nancy MacFadyen, ARNPEI President and recognize the passion she has towards the nursing profession. Finally, I want to thank the staff for their assistance to me on a daily basis - Paul Boudreau, Coordinator of Regulatory Services, Audrey Fraser, Nursing Consultant: Communication/Practice, and Sheila Davies, Administrative Assistant.

Respectfully submitted,
Becky Gosbee, Executive Director

COMMITTEE REPORTS

Awards Committee

Congratulations to the following ARNPEI scholarships recipients for the year 2014: Jennifer Buchanan, Margaret Burns, Susan Clory, Patrice Drake, Darlene Lawless and Colin MacDonnell. During the 2014 fiscal year 52 members received funding from ARNPEI's continuing education fund.

I would like to thank committee members Sherry Arsenault, Maridee Garnhum, Marilyn MacDonald and Mary Nisbet.

Respectfully submitted,
Jean Neill, Chair

Board of Examiners

The Board of Examiners is a mandated committee under the *Registered Nurses Act*, whose primary purpose is to provide oversight to the registered nurse examination.

During the past year the Board of Examiners had one formal meeting. The Committee received updates on the registered nurse exam. Graduates of the University of Prince Edward Island School of Nursing performed extremely well on the Canadian Registered Nurse Examination (CRNE).

The Board of Examiners will be providing oversight into the review and processes related to the National Council of State Boards of Nursing Examination which began across Canada in January of 2015.

The Board of Examiners Terms of Reference have been updated to reflect the new national licensure examination, the NCLEX-RN.

The Board of Examiners has been liaising with the UPEI School of Nursing faculty in discussions as to strategies for the transition to the new licensure examination.

I would like to thank the Board members - Marion Dowling, Debbie Flood-Vickerson, Melissa Panton, Sister Rosemary MacDonald, Jean Neill, and Tara Walsh for their continued commitment.

Respectfully submitted,
Paul Boudreau, Staff Resource

Diagnostic and Therapeutics Committee

The Committee meets to address issues pertinent to NP practice in PEI. The Nurse Practitioner (NP) Diagnostic and Therapeutics Committee is composed of six members: Susan Chappell, Dr. Edward Pineau, Greg Gill, Gail MacNutt, and Melanie McCarthy, NP.

In November 2012 Health Canada amended the *Controlled Drugs and Substances Act* and established the New Classes of Practitioners Regulations. Enacting the NCPR under the CDSA allows NPs to provide the full range of patient care commensurate with their training, education and experience. NPs can be authorized to prescribe certain controlled substances.

The ARNPEI and the Diagnostic and Therapeutics Committee are collaborating with a national working group to promote consistency in the implementation of the New Classes of Practitioners Regulation.

The Diagnostics and Therapeutics Committee has finalized policies and processes for NP online education courses to augment their prescribing competencies as they relate to controlled drugs and substances.

Respectfully submitted
Paul Boudreau, Chair

Nominations Committee

The following Council vacancies for the 2015-2017 term were filled by acclamation:

Councillor for West Prince - Tammy Smith

Councillor for East Prince (two vacancies) - Melanie McCarthy & Melissa Panton

Councillor for Queens - Vicki Foley

Councillor for Southern Kings - Shari MacDonald

2015 Nominations Committee: Darlene Aylward, Phyllis Johnson

Nursing Education Program Advisory Committee

ARNPEI Council is mandated by the *Registered Nurses Act* to recommend to the Minister of Health and Wellness an approval rating for schools of nursing in PEI. The approval process involves a review of the University of Prince Edward Island School of Nursing annual report, submitted to ARNPEI in June of each year. This process ensures that the School of Nursing has met the prescribed minimum standards established by ARNPEI in the Schools of Nursing Regulations for entry-level nursing and Masters of Nurse Practitioner programs and provides a measure of accountability to the nursing profession and the general public.

The ARNPEI has created an Approval of UPEI Nurse Practitioner Program document to guide the School of Nursing in its self-assessment process and submission.

The Committee is composed of Christie Loughheed Bambrick, Eileen Larkin, Joe Murphy, Robin Laird, Robin Philips, and Ray Doiron (Community Representative).

Respectfully submitted,
Paul Boudreau, Staff Resource

Professional Conduct Review Committee

In the past year the Professional Conduct Review (PCR) Committee has been dealing with seven complaints lodged against ARNPEI members.

The ARNPEI has introduced mediation into the PCR process, which is contemplated on a case by case basis. Two PCR cases have been resolved using the mediation process this year. It is an effective, expedient and cost effective approach to complaint resolution.

The PCR process relies heavily upon ARNPEI members volunteering their time and professional practice experience to fulfill this important self-regulatory function. The ARNPEI would like to extend a sincere thank you to all PCR Committee members and our public representatives for their commitment and dedication. The PCR Committee would like to thank Mary Hughes, Helen Flynn and Elaine Blanchard for their ongoing work as Investigators.

Respectfully submitted,
Paul Boudreau, Staff Resource

Public Relations Committee

The Public Relations (PR) Committee was established in accordance with the ARNPEI Strategic Plan (2008-2011) to promote the interests and activities within our membership and the public.

Membership

Ashley Martin: served 1 year; Shauna Chisholm: served 1 year; Dr. Gloria McInnis-Perry: served 1 year; Lorraine Dougan: served 2 years; Mary Hughes: served 2 years; Mary Beth Campbell Roach:

served 1 year; Karen Ball: served 1 year. Members are being recruited for this committee on a go forward basis.

Communication Strategies

Communication to members has been ongoing through various modalities.

- ARNPEI website is updated regularly
- Mass emails have been sent on a regular basis to membership to update them on both educational activities as well as ARNPEI information
- Updates have been done through social media facebook and twitter
- News releases and provincial messaging have been done to increase the visibility of Registered Nurses, Nurse Practitioners and ARNPEI:
 - 1) Press release: Support Family Violence Prevention Week, February 2015
 - 2) Press release: Public Can Depend on RNs if Ebola Hits PEI, October 2014
 - 3) Press release: Complexity and Impact of RN Role Powerfully Illustrated in National Awareness Campaign, May 2014
 - 4) Press release: Mother-Daughter Team Reflect on Registered Nursing Profession During National Nursing Week, May 2014
 - 5) National Nursing Week message and photo op with Minister Doug Currie and ARNPEI President Nancy MacFayden and Registered Nurses in the Legislature (May 2014)
 - 6) News release memo to Minister Currie about Tracey Hagan-O'Connor. Tracey was one of six RNs selected by the Canadian Nurses Association (CNA) to represent Canada's largest group of health professionals in an upcoming RN public awareness advertising campaign. (April 2014)
 - 7) Press release: ARNPEI AGM features CNPS Lawyer: "Collaborative Care in the Courtroom: All for One and One for All" National Nursing Week, April 2014
 - 8) Personalized notes to RNs who completed the UPEI critical care and emergency care programs.

Promotion of Registered Nurses, Nurse Practitioners and Nursing Professional Practice

A role of the PR committee is to identify activities and strategies to promote Registered Nurses, Nurse Practitioners and Nursing professional practice.

- **Showcasing RNs and NPs**

Several days were spent videotaping Registered Nurses and Nurse Practitioners to improve role clarity of the RN and NP. Video titles included: A message to new grads; The importance of continuing education for RNs and NPs; What do RNs and NPs want to see for the future of healthcare?
- **RN tags**

500 RN tags were developed and printed to support RNs in clearly identifying what their role is and how that is different from other health care providers, ie. I as an RN... lead teams, coordinate care, develop plans, educate patients and families, and supervise etc. Students made approximately 170.

RN Campaign

If you asked a registered nurse what they did today. ARNPEI launched the RN campaign with the help of CNA. According to a 2012 Nanos poll, 83.5 per cent of Canadians believe RNs should deliver more health services. By sharing just a small portion of their day-to-day reality, we showcased the knowledge and skills RNs use in making their valuable contributions to Canada's health-care system.

ARNPEI secured both financial support as well as community business support to post six life size posters of RNs in six strategic locations in Charlottetown and smaller posters were also located on buses. The RN campaign went into phase two in September when CNA placed ads in Maclean's, Chatelaine, Canadian Health and Lifestyle and digital ads also appeared on cbc.ca/news, ctv.ca/news, globeandmail.com, and ipolitics.ca. We are currently awaiting the Canadian Nurses Association's evaluation report.

Workshops

ARNPEI presented several Optimizing the Role of the RN and there were a few workshops on Role Clarity presented in partnership with the Licensed Practical Nursing Association/Registration Board (LPNARB).

New Public Presentations

ARNPEI President Nancy MacFayden has taken the lead on assisting the public to understand what the RN can do for them in primary care. The goals are for the public to understand how RNs fill gaps in the system by:

- Improving access to care
- Contributing to coordinate care
- Improving quality of care and
- Improving outcomes for patients and the system.

Over 80 invitations were sent to communities across PEI and there are currently 15 requests for the presentation. Thank you to the 34 RNs and NPs who have put their names forward to present and have the conversation with the public.

Newsletter

The PR Committee had discussed the idea of having a newsletter several times in the past and there was an opportunity for members to add their suggestions for a name at the fall conference and through social media. After meeting with a CNA representative at the December 2014 meeting, it was decided to try and host a blog as opposed to a newsletter. More information will follow in the future.

Meetings

A PR meeting was held April 2014, December 15 & 16, and March 30, 2015. The regular meeting in November was changed to a broader audience in December to meet with CNA Canadian Nurse Editor Nahanni MacIntosh. This meeting ran for 1.5 days and numerous topics were discussed about public relations, website, social media and how to move forward with the information we have.

The most significant decision was to move forward and develop an election strategy. This strategy will include items such as key messages for government, the public and the members.

Respectfully submitted,
Audrey Fraser, Staff Resource

Registration Committee

Seventy-five ARNPEI members were randomly selected to participate in the Continuing Competence audit. Ongoing familiarity and support of this component of self-regulation and professional development is demonstrated by members requiring less support in completion, and they are preparing and maintaining portfolios throughout the year.

I would like to thank Committee members Patrice Drake, Judy Cotton, Val Reddin and Marg Vloet-Morrison.

Respectfully submitted,
Paul Boudreau, Staff Resource