

PRESIDENT'S REPORT

This is my final report as President of ARNPEI. When I started my term as President two years ago, I had a clear vision of what I hoped to accomplish. This vision and the strategic plan framed our focus on three specific areas: (a) streamline the finances; (b) increase public engagement; and (c) enhance member engagement. Much of this vision has been achieved; however, there is always more work to be done.

Finances

After many years of being in a surplus, ARNPEI began to experience deficit budgets. Councillors review the financial statements at each meeting and are conscientious stewards of your money. However, costs related to professional conduct reviews increased over the past few years and dramatically impacted our financial situation. When we reviewed our options, it became evident that it would be to our financial advantage to move the ARNPEI office to a new location. On May 4, 2015 ARNPEI moved to Maypoint Plaza (161 Maypoint Road). Everyone is very pleased with the new location. It is spacious, has good parking, and it ensures sufficient privacy to allow us to conduct hearings related to professional conduct. Council has developed a balanced budget for 2017. The main unknown, however, remains the professional conduct review costs. There was a review of ARNPEI investments by an ad hoc committee, and a decision was made to maintain the status quo at this time.

Public Engagement

As part of ARNPEI's goal to engage and educate the public, a presentation on the present and potential role of the RN and NP in primary care was developed. An invitation was circulated to community groups Island-wide and fifteen communities expressed interest in a presentation. A call went out to members to assist with these presentations and the response was great. Both ARNPEI and the public benefited as the discussions frequently evolved into ideas about how RNs and NPs could address their community concerns, support people in a meaningful way in acute care and home care etc. The consistent message from each group was that people want access to registered nurses. I want to thank those who volunteered to present and encourage every RN to take every opportunity to educate others about nursing practice.

Member Engagement

There is ongoing communication through the ARNPEI website, emails, facebook, and twitter. ARNPEI has published two newsletters with one section dedicated to highlighting a RN/NP. ARNPEI receives ongoing requests for presentations/discussion on role clarity and optimizing the RN role, assessing RN strengths, professionalism and quality care, and recently presentations have been initiated on the regulatory responsibilities of members. Council continues to explore next steps as followup to the 2015 fall conference - *Exploring RN Prescribing: Current Developments, Research and Opportunities*. Being engaged with the professional side of practice is a responsibility and a privilege. There will be many opportunities to participate in projects, committees etc. at your ARNPEI in the future.

2015 Federal Election

ARNPEI hosted four virtual town halls with candidates from the major parties for the 2015 fall federal election. We were pleased with the turnout by current MPs and others running for office. ARNPEI

adopted CNA's federal election platform *Health Begins at Home* which focused on establishing common standards for home health care, providing more support to family caregivers, and improving community and home-based health promotion strategies. I want to thank CNA, Council, staff and members who participated in these town halls.

ARNPEI's Strategic Plan

Priorities for ARNPEI Council members are identified from the strategic plan and motions from members at the annual general meeting. ARNPEI's current strategic plan (2013-16) identifies three goals: (1) to improve visibility, communication and transparency regarding ARNPEI with Association members; (2) to clarify the role and scope of the practice of the Registered Nurse; and (3) to increase the awareness of the role of the ARNPEI as a professional and regulatory body. We are pleased with the progress being made on these goals. Council is now in the process of developing a new strategic plan (2017-20). The planning process includes the development of four surveys to be distributed to members as well as information from stakeholders and the public. The member surveys will focus on: (a) evaluating outcomes within ARNPEI's current strategic plan; (b) questions related to the RN scope of practice; (c) questions related to the NP scope of practice; and (d) future directions for ARNPEI. This information will be used to inform the new strategic plan. To obtain more information, or for assistance in completing any of the surveys, visit the ARNPEI website. Data collection is to be completed by June, data analysis by September with launching of the strategic plan at the 2017 annual general meeting.

Point of Care Leadership

Over the past year ARNPEI initiated a pilot project incorporating the Registered Nurses Association of Ontario's best practice guidelines on point of care leadership. The pilot is being conducted in Souris and includes staff from the hospital and long-term care. It has been a great opportunity to examine changes in health care and plan how RNs can move towards assuming new leadership roles which complement traditional roles within these settings. I have really enjoyed being involved in this project, and I want to commend the staff for their dedication and hard work in transitioning to their new roles.

External Committee Involvement

As President I am involved in provincial activities/committees some of which include the Provincial Nursing Advisory Committee, the Provincial Nursing Leadership Committee, the UPEI Search Committee for Dean, Health PEI's Medical Advisory Bylaws Committee, UPEI RN pinning ceremony, and focus groups/educational conferences hosted by the province and key stakeholders. ARNPEI was pleased once again to preceptor two UPEI students. The preceptorship provides a mutual opportunity for learning as students become exposed to the role of a professional body, and ARNPEI learns about transformations in health from a student perspective.

Human Rights Complaint

As many of you are aware a complaint was lodged against ARNPEI in 2012 about the legislated practice requirement of 1125 hours. A Memorandum of Partial Settlement has been accepted, and the person is now enrolled in the nurse refresher program.

CNA Board

As President of ARNPEI I am the representative for our jurisdiction. This is important work and involves three to four meetings each year, primarily in Ottawa, and monthly, or sometimes more

frequent, teleconferences. Across the nation, nursing issues are similar. Problem-solving, planning, sharing information, and visioning are all part of this role. There were several contentious issues this past year which required professional, level-headed solutions, and I was privileged to be part of the group around the CNA Board table with the leadership of our executive. The focus of our meetings was the 2015 federal election, CNA membership, physician-assisted death, NCLEX, the impact of regulated health professions acts on jurisdictions, especially British Columbia and Manitoba, Indigenous health and many other national nursing issues.

I conclude my report with great optimism. I believe our time as RNs has arrived, and the contribution by RNs is now increasingly being recognized throughout the entire continuum of care. We now have 21 NPs on PEI, the number of RNs in primary care is increasing, and in all settings RNs are assuming more leadership roles while still directing care to others. Never have we seen the volume and consistency of change to nursing practice. With these changes there is uncertainty and frustration. However, even more is the opportunity to grow and expand and deepen nursing's contribution. There is much work to do and much satisfaction in doing things well. It has been a privilege for me to serve as President and I know, like myself, that Cynthia will enjoy the experience.

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 2015 is relatively the same as the previous year. The associate membership is down from previous years. Many RNs who retire request an associate membership for a few years. The number establishing registration by examination is down; however, the number registered by endorsement is up. I am pleased to report that ARNPEI now has 21 NP endorsements in comparison to 14 in 2014.

STATISTICAL PROFILE OF ARNPEI MEMBERS 2011-2015

NUMBER OF REGISTRANTS	2015	2014	2013	2012	2011
Active Practicing Membership	1736	1738	1755	1772	1728
Associate Membership	31	48	41	37	44
Renewals/Reinstatements	1644	1642	1662	1660	1609
New Registrants					
<i>By examination</i>	60	75	62	78	84
<i>By endorsement</i>	32	21	31	34	35

In 2013 ARNPEI initiated online license renewal and it has been 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 2015 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 2015 there was a deficit of \$58,294 which is greatly reduced from the 2014 deficit of \$182,178. This reduction is largely due to a refund (\$23,278) from CNA for the CRNE Research and Development Fund. Unfortunately the professional conduct review costs remain high. Appendix B contains a balanced budget for 2017. Much of the savings in the 2017 budget are due to the increased income with the license fee at \$450 and the decrease in rental costs with the move to Maypoint Plaza which also allows us to be able to host professional conduct reviews in-house.

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 for assuming the role of President for the last two years and for 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

Board of Examiners

The Board of Examiners provides oversight into the review and development of policies and processes related to the National Council of State Boards of Nursing Examination which commenced in January of 2015.

On March 31, 2016 the Canadian Council of RN Regulators released the *NCLEX 2015 Canadian Results*. The national ultimate pass rate was 84.1%. Of the 62 PEI graduates who wrote NCLEX in 2015 forty-one passed the exam on their first attempt. Of the 21 who were unsuccessful nineteen attempted the exam for the second time with 12 passing. Of the 7 graduates who did not pass on their second attempt one attempted the exam for the third time and succeeded. Overall of the 62 PEI graduates who wrote the NCLEX-RN in 2015 87% passed the exam by the end of 2015.

As part of the review process for NCLEX-RN development, all of the Canadian jurisdictions have had the opportunity to take the NCLEX-RN as part of the Regulatory Body Review. The ARNPEI Registrar went to Halifax in April 2016 to complete the NCLEX-RN. Several ARNPEI masters-prepared registered nurses have participated as item writers for the NCLEX-RN in Chicago.

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, as needed, to address legislative and policy issues pertinent to Nurse Practitioner practice in PEI. The Nurse Practitioner (NP) Diagnostic and Therapeutics Committee is composed of the following members: Susan Chappell, Greg Gill, Dr. Edwin Pineau, Melanie McCarthy and Pam Condon.

In November 2012 Health Canada amended the Controlled Drugs and Substances Act and established the New Classes of Practitioners Regulations. NPs are now authorized to prescribe certain controlled substances.

The ARNPEI and the Diagnostic and Therapeutics Committee reviewed the legislative changes and developed policies as to additional educational requirement for NPs related to prescribing controlled drugs and substances. All NPs registered and licensed for practice with ARNPEI completed the additional education prior to the 2016 relicensure deadline.

Respectfully submitted,
Paul Boudreau, Staff Resource

Nominations Committee

The following Council vacancies for the 2016-2018 term were filled by acclamation:

- President-Elect - Robin Laird
- Vice-President - Darrell Chaisson
- Councillor for Queens (two vacancies) - Trevor Cudmore, Tracey Hagan-O'Connor
- Councillor for Eastern Kings - Melanie Bruce

2016 Nominations Committee: Patsy MacAusland, Tracy Bernard, Phyllis Johnson, Shari MacDonald, Melanie Bruce

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 Nursing Practitioner Program document to guide the School of Nursing in its self-assessment process and submission.

Respectfully submitted,
Paul Boudreau, Staff Resource

Professional Conduct Review Committee

In the past year the Professional Conduct Review (PCR) Committee has resolved two complaints and is dealing with five complaints lodged against ARNPEI members. The issues surrounding the complaints deal with competence, possible substance misuse and professional conduct.

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 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, Shauna Chisholm, Dr. Gloria McInnis-Perry, Lorraine Dougan, Mary Hughes, Mary Beth Campbell Roach, Karen Ball. In 2016 Council approved new members Melanie Bruce, Pat MacPhail-Darrach and Maria LeClair.

Communication Strategies

Communication to members has been ongoing through various modalities -

- ARNPEI website is updated regularly
- ARNPEI e-newsletter/updates have been sent on a regular basis to membership to update them on both educational activities as well as ARNPEI information
- ARNPEI social media updates - face book and twitter
- ARNPEI launched first issue *RN Connect* (formal newsletter)
- ARNPEI In Memory Video - first showing AGM 2015

- News releases, media coverage, onsite visibility and provincial messaging have been done to increase the visibility of ARNPEI members.

Press Releases - President's Messages - Letters to Editor

1. Press release - *ARNPEI Honors Outstanding Achievement Award Recipients* (April 2015)
2. Press release - *RN Election Platform: Home is Where My Health Is* (April 2015)
3. National Nursing Week Letter to the Editor by Kay Lewis, RN (May 2015)
4. ARNPEI President's message to members NNW issues (May 2015)
5. ARNPEI Open House (May 14, 2015)
6. ARNPEI Councillors/Representatives attended three prestigious nursing awards (May 2015)
7. ARNPEI President interviewed by CBC - "Having registered nurses operating community clinics could make it easier for Prince Edward Islanders to see a doctor when they need to, says the Association of Registered Nurses of PEI" (May 2015)
8. The Guardian article coverage fall conference title Prescribing - Interviewed President and Josette Roussel, CNA (Oct 2015)
9. Journal Pioneer coverage fall conference - *RNs Prescribing Drugs Could Be on the Way* (Oct 2015)
10. ARNPEI President's Letter to the Editor - *RNs Focusing on Home Care for Seniors in the Federal Election* (Oct 2015)
11. President's Christmas message 2015

We cannot underestimate the value and power of social media.

ARNPEI's public relations team has worked diligently to showcase your knowledge, expertise and caring through your stories. Many of these messages were done through video, photos, messages etc. Thank you to every ARNPEI member as you have done a fantastic job of sharing and viewing numerous posts etc.

SOCIAL MEDIA STATISTICS

- Social media coverage of ARNPEI you-tube videos 2014-2015 = 2,054 views
- Social media reaches and views of ARNPEI 2015 moments - awards, NNW, AGM, RNs and NPs = total 49,606

Provincial Election Strategy (Spring 2015)

- Numerous documents sent to PEI Government and opposition and members
- Documents included: ARNPEI visioning document for Government, News release on the RN platform, RN Members statements they could use at the door, three SBAR documents on Mental Health and Addictions, Primary Care and Senior's Strategy.

Federal Election Strategy (Fall 2015)

- ARNPEI held four election virtual town halls and all MPs and members running in this election were invited to come to ARNPEI or join the conversation by teleconference.
- MLAs and candidates provided expert opinions on the ARNPEI Federal Election Platform topics;
 - a) establish common standards for home health care,
 - b) give more support to family caregivers, and
 - c) improve community and home-based health promotion.

RNs and UPEI student nurses participated in person, through teleconferencing and by sending in questions

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
- Five RNs were interviewed and videotaped about nursing practice and showcased
- Numerous RNs and NPs were showcased sending out their messages for National Nursing Week
- UPEI RN graduates presented with an ARNPEI pin and welcomed to the profession May 2015.

Public Education

Approximately 20 Prince Edward Island communities had RNs present them *The Role of the Registered Nurse in Health Care: Registered Nurses Can Help*. Groups ranged from the Senior Citizens Federation groups to community councils.

PR Meetings

Public Relations meetings were held in September 2015 and January 2016 with numerous feedback opportunities held between meetings.

Thank you to all Public Relations Committee members.

Respectfully submitted,
Audrey Fraser, Staff Resource

Registration Committee

Eighty-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. This year the CCP process was modified slightly whereby ARNPEI members were required to reference components of the Standards for Nursing Practice the foundation of their planned learning objectives and goals.

Respectfully submitted,
Paul Boudreau, Staff Resource

Strategic Plan Subcommittee

ARNPEI's current strategic plan will end in 2016. In preparation of a new plan, a subcommittee was formed in October 2015. In early 2016 it was determined that in addition to ARNPEI members, an attempt would be made to secure information from the public and stakeholders. To identify participants for public input, community groups who received a presentation on the role of the RN/NP

within primary care during the fall of 2015 were invited to participate. Stakeholders who were requested to participate in the development of the provincial nursing strategy were also invited to be participants. Both groups will be asked to complete a survey and/or attend a focus group at ARNPEI. To obtain input from ARNPEI members, four surveys were developed: (a) evaluation of the current strategic plan 2013-16; (b) RN scope of practice; (c) NP scope of practice; and (d) future directions. Membership surveys were distributed on April 16 for return by June 16. For anyone who would like assistance in completing the surveys, please visit the ARNPEI booth. The results from all of the surveys will inform future steps to be included in the 2017-2020 plan.

I would like to thank everyone for their assistance in not only developing the surveys but future steps in developing ARNPEI's next strategic plan – Cynthia Bryanton, Melissa Panton, Shari MacDonald, Jiselle Alynn Bakker, and Audrey Fraser.

Respectfully submitted,
Becky Gosbee, Staff Resource