



College of **Registered Nurses**
of Newfoundland & Labrador

ANNUAL REPORT

2021-22

STRATEGIC OUTCOMES

AT A GLANCE...

MANDATE

The mandate of CRNNL is to protect the public through self-regulation of the nursing profession in accordance with the RN Act.

VISION

CRNNL will be recognized as a leader in nursing regulation, a key partner in health regulation and a trusted and valued regulatory body. CRNNL will provide nursing visionary and strategic leadership to strengthen the future of the profession in the province and where relevant, contributes nationally and internationally.

MISSION

In fulfilling its Mandate and Objects of the RN Act, CRNNL advances nursing excellence for public protection and optimal health of the Newfoundland and Labrador population.



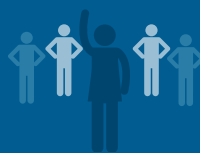
PUBLIC CONFIDENCE IN SELF-REGULATION

Confidence in the CRNNL to ensure safe, competent, professional nursing practice.

Governance and regulatory processes and policies are objective, accessible, fair and appropriately transparent.

Regulatory programs and services are relevant, credible and innovative enabling nurses to achieve standards for the profession.

Public policy is influenced to promote the health and well-being of the population.



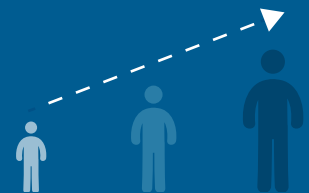
ACCOUNTABLE PROFESSIONALS

Safe, effective, collaborative practice consistent with the Standards of Practice and Code of Ethics.

RNs apply appropriate knowledge, skill and judgement to their full scope of practice.

RNs engage in self-directed professional development and meet the requirements for continuing competence.

RNs have access to resources to support professional practice and engage in self-regulation.



EVOLUTION OF THE PROFESSION

Nursing profession is prepared to meet the future needs of the population.

Nursing roles in practice, management, education, research and policy continue to advance and contribute to the health of the population.

FROM THE COLLEGE CHAIR

GROWTH HAPPENS WHEN YOU LEAST EXPECT IT

"I like spring. She always finds a way" (Brene Brown)

Here we are, it's 2022. What a year, filled with as usual many ups and downs. The weather has started to show unexpected signs of spring in many parts of our province as the temperatures warm and snow melts. Spring in our province, much like this past year (and weather in general) is unpredictable. We can go from beautiful days to miserable and messy in minutes. However, in spite of this, even spring comes to our unforgiving geography, the grass turns from brown to green, flowers bloom, and the buds on the trees are almost miraculous to watch. Spring finds a way.

Our College of Registered Nurses of Newfoundland and Labrador continues to find ways just like spring. There is a strong and critical investment in the nursing profession and the relationships with all of our stakeholders. This demonstrates an unwavering commitment to our public safety. It is why we do what we do and the College has continued, despite the global pandemic, to lead work in the areas of communication; with the launch of the new website, in education; with the launch of the new continuing competency program (CCP), and in areas of investment; Internationally Educated Nurses (IENs).



I am beyond proud of the readiness our College has demonstrated, and this is not just for the past year, it is year after year. The College Council along with the operations team watches with a keen eye, the regulation landscape across our country and ensures we uphold our mandate to protect the public. We have partnered with the College of Licensed Practical Nurses of NL to explore best practices in governance and regulation over the past year. We are finding ways to collaborate and share!

I am honoured to be a Registered Nurse and I fully recognize the privilege it is to be self-regulated. I encourage readers to examine this report to see the depth and breadth of what we have accomplished during the past year and gain insight as to the intricate role that is played by the College in our province. The College just like spring continues to find creative and innovative ways to protect our public. "I like spring. She always finds a way" (Brene Brown) and so does the College.

Tracy MacDonald

FROM THE EXECUTIVE DIRECTOR

“COLLABORATION WILL BE THE COMMON DENOMINATOR”

If these past years have taught us nothing, it's that seeking continuous improvements and embracing change is key to progress and is a fundamental step towards overcoming our challenges and one that cannot be made alone.

Since the last annual address, we have seen a return to a somewhat more familiar sense of operation but there have been changes and trends that are notable and are highlighted throughout this report. I am pleased to state that all initiatives from the start to the finish are bookends to what has been a very productive year for our organization, and as such, a beneficial year for the people of the province.

The College is the largest health care regulator in Newfoundland and Labrador. Our mandate is an imperative one and to meet it accordingly requires an immense effort from our operations team and governing body. I would be remiss if I did not express my sincere appreciation for their time and energy.



Many accounts and reports have painted a less than appealing picture of our provincial health care system in recent months. Systemic gaps have been exposed which are not unique to our province but will require a unique and re-imagined approach in order to address them. It is my belief that these issues must be confronted together, as one. It's a tried-and-true approach that professionals have relied upon since the inception of the modern-day health care system. Objectives are met best when working shoulder to shoulder, as a team, together in unison to achieve a common goal. This was the overarching theme behind the work of Health Accord NL, a group committed to re-imagining how our health care system functions and strives to improve outcomes for the people of our province. I am proud to state that I was a contributor to this project, and I look forward to seeing the results of their work in the years to come.

Whether it be a group of health care professionals collaborating in an operating room in Labrador City, a team of individuals who work in a Collaborative Care Clinic in St. John's, or the College of Registered Nurses collaborating with other regulators to heighten regulatory excellence for all Newfoundlanders and Labradorians, collaboration will be the common denominator as we progress into the future.

A handwritten signature in black ink that reads "Lynn Power". The signature is written in a cursive, flowing style. It is positioned in the lower right area of the page, above a large blue diagonal graphic element.

COLLEGE COMMUNICATIONS

PUBLIC & REGISTRANT ENGAGEMENT

A NEW WEBSITE

From the timeframe of April 1st, 2021, to March 31st, 2022, there has been a strategic effort to increase the profile of the College, elevate engagement with RNs and NPs and to raise public awareness on the role of regulation in the provincial health care system. The following initiatives are all parts of an overall strategic communications plan; a fundamental tool in this plan was the October 2021 launch of the newly designed and efficiently organized website.

The new CRNNL.ca.

LAUNCH OF NEW SOCIAL MEDIA PLATFORMS

Coinciding with the launch of the new website, the College also launched its Facebook page, Instagram Page and revitalized its Twitter and YouTube platforms. RNs and NPs in Newfoundland and Labrador now have the ability to be kept informed on regulatory initiatives such as education sessions, Continuing Competency Program changes and practice supports, on a regular basis. A direct line of communication with the RNs and NPs has been established which now reaches thousands of individuals in our province on a daily basis.

MEDIA APPEARANCES

In November of 2021, Executive Director Lynn Power was interviewed by Jesse Stirling at NTV studios for his program: **Meetings with Remarkable People** (30-minute show which airs each Sunday). Additionally, the Executive Director was a guest on **Out of the Fog** on Rogers Tv St. John's. The host of the program was June Tavenor, RN. Both media appearances were an opportunity to discuss regulation, the mandate of the College and our role in health care.

THE COLLEGE CONNECTION

Two editions of the College Connection were published during this period. The September 2021 edition of our magazine was titled "*Welcoming and Embracing the Internationally Educated Nurses in Newfoundland and Labrador*" and our January 2022 edition was titled "*The Role of a Regulator ... The Evolution of our Organization.*" These cover stories were of incredible importance and very timely at present.

GOVERNANCE HIGHLIGHTS

ITEMS FROM COLLEGE COUNCIL

MEETINGS OF THE COLLEGE COUNCIL & AGM

The Council of the College of Registered Nurses (College Council) held meetings in June, October and February. The 67th Annual General Meeting of the College of Registered Nurses of Newfoundland and Labrador was held on June 15th, 2021.

LEADERSHIP ANNOUNCEMENTS

The Chair of the College Council was pleased to announce that Mr. Aubrey Dawe was appointed to the position of Public Representative, College Council. Mr. Dawe brings a wealth of knowledge and leadership to Council and his appointment by the Independent Appointments Commission was welcomed.

During this reporting period the following individuals were elected to College Council:

- Megan Hudson - Labrador-Grenfell Councillor
- Melissa Colbourne - Nursing Education/Research Councillor
- Neil Colbourne - Administration Councillor

JUNE 2021

The audited financial statements for the year April 1, 2020, to March 31, 2021, were approved as presented.

College Council approved Practice Guideline: Documentation Principles

As a preventative measure, the College Council approved seeking a firm to complete a cyber threat risk audit.

College Council accepted the Strategic Outcome Annual Progress Evaluation Report as evidence of satisfactory progress in the 2020-2021 period.

OCTOBER 2021

With the decision by CNA to move to individual memberships, the College Council approved changes to the By-laws. As a result, the registration and annual licensure renewal fees from the College for April 2022 will be \$73.19 less than years prior.

A motion was made at College Council to explore future relationships with the other health regulators to find ways of greater collaboration, joint ventures, and enhanced operational efficiency. Council requested the Executive Director begin preliminary work on the matter.

Council accepted the IEN Bridging/Re - Entry Program's Annual Report which showcased success in preparing students to meet the entry-level competencies and highlighted several achievements and initiatives. An annual report from nursing education programs ensures the program continues to meet the

OCTOBER 2021 (CONTINUED)

regulatory mandate. The program received a 5-year approved status in October 2019.

Work has begun on creating the Regulations necessary to add prescribing to the scope of RNs in NL. As health care evolves and the needs of the population change, select RNs may have prescriptive authority added to their scope of practice in specific employer identified areas of need.

FEBRUARY 2022

College Council approved the release of the Self Employment Document. This new document will replace our 2016 document and is available on our website. This document provides RNs and NPs with the principles that require reflection when engaging in self-employment and questions to consider when examining their self-employed practice.

The College operating budget for 2022-2023 was presented to College Council and approved as presented.

In an effort to support climate-positive initiatives and in following the lead of other regulators in various jurisdictions, the College has decided to have all future editions of the College Connection magazine to be published digitally twice a year. A notice will be sent to all RNs and NPs when each issue is published and available online.

The College has begun an initiative to undergo a strategic planning exercise which will be used to reshape the organization in the years ahead. Following the meeting of College Council, a Strategic Planning Ad Hoc Committee was formed.

College Council accepted Memorial University's Master of Science in Nursing Nurse Practitioner (MScN - NP) Program's Annual Report and year one data of the program's outcome indicators. The annual review showcased success in preparing students to meet the entry-level competencies and highlighted several achievements and initiatives. The annual review by Council ensures the program continues to meet an approved status in between the 7-year comprehensive review. The program received a 7-year approved status in March 2021.

College Council accepted the 2022 version of the Continuing Competency Program (CCP) Framework and gave the green-light to proceed with the changes for this upcoming licensure year.

College Council approved the proposed changes to College By-Laws which relate to the terms of the Chair and Vice-Chair of College Council. The term of office for both will be two years and will continue until a successor is elected. The Chairperson or the Vice-Chairperson may be re-elected to a maximum of three consecutive terms.

PUBLIC CONFIDENCE IN SELF-REGULATION

REGISTRATION SERVICES

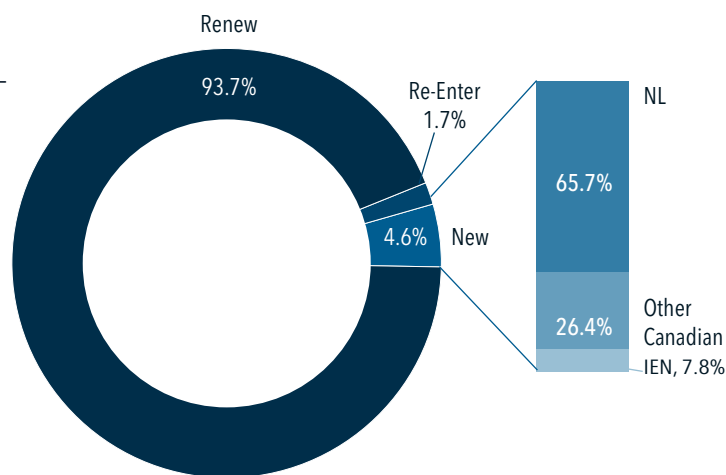
REGISTRATION

The majority of practicing licences issued were to RNs renewing from the previous licensure year (93.7%). Another 1.7% re-entered from lapsed or non-practicing and 4.6% were new registrants.

Of the 295 new registrants, 65.7% were educated in NL, 26.4% were educated in another Canadian jurisdiction, and 7.8% were Internationally Educated Nurses (IENs).

A decrease in the number of new registrants from NL schools of nursing is of note. A 22% decrease in the number of graduates compared to 2020 due primarily to the transition from the two-year Fast-Track to the three-year Accelerated program meant there were fewer new nurses available to become registered.

RENEWALS, RE-ENTRIES AND NEW REGISTRANTS



NUMBER OF GRADUATES FROM NL SCHOOLS OF NURSING

2017	2018	2019	2020	2021
229	240	233	263	203

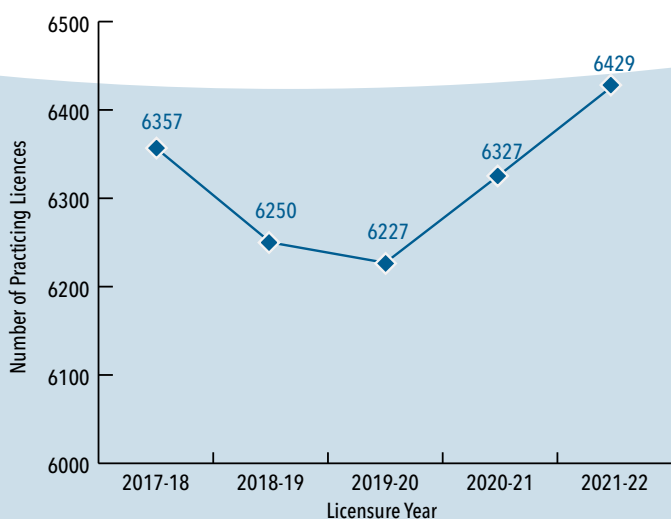
OUR NUMBERS

There were 6,429 registrants with a practicing licence at year end, an increase of 1.6% from last year. The number of non-practicing members increased 7.0% from 458 to 490.

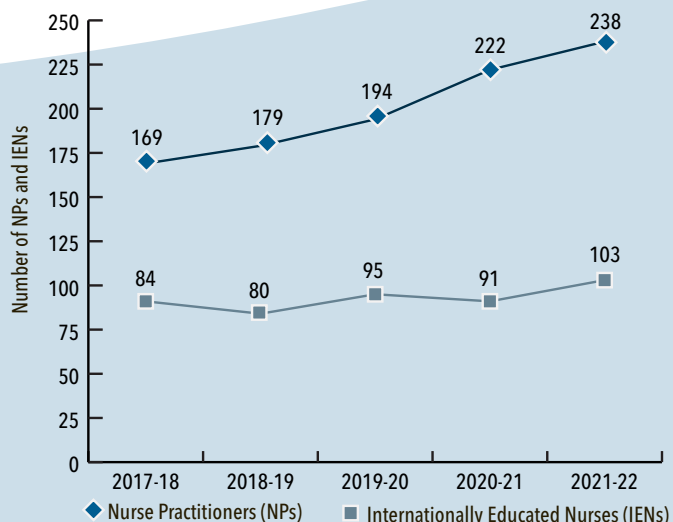
NPs accounted for 3.7% of practicing registrants. A total of 238 registrants had a practicing NP licence, representing a 7.2% increase over last year.

Internationally Educated Nurses accounted for 1.6% of practicing registrants. A total of 103 practicing registrants received their education outside of Canada, representing a 13.2% increase over last year.

NUMBER OF PRACTICING REGISTRANTS



NUMBER OF NPs AND IENs



The College, along with other Canadian nursing regulatory bodies, continued to participate in the National Nursing Assessment Service (NNAS) which facilitates the application process for IENs. In our province this year:



Applications received from IENs



IENs referred for Competency Based Assessment



Referred to Bridging Program



Granted initial registration/licensure

The number of IEN applications received at the College from NNAS decreased for the third year in a row and was 46.9% lower than last year.

NUMBER OF IEN APPLICATIONS

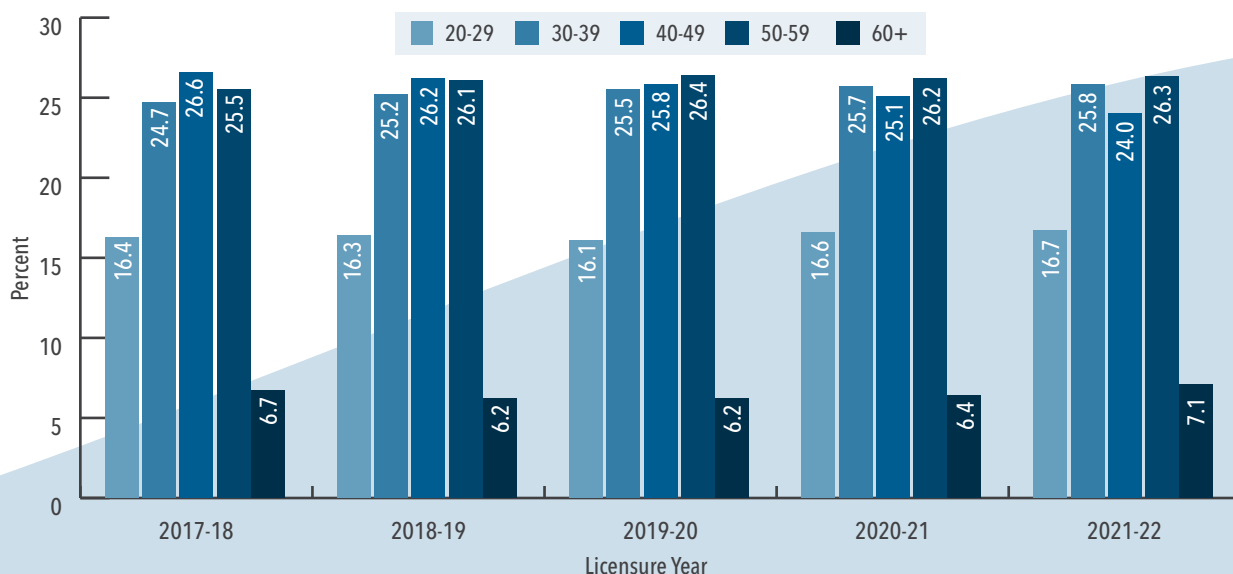
Year	# Applications
2017-18	32
2018-19	58
2019-20	43
2020-21	32
2021-22	17

DEMOGRAPHICS

Over the past five years approximately half of all practicing registrants were in the 30-49 year age range.

The proportion of practicing registrants who were over the age of 60 increased slightly to 7.1%

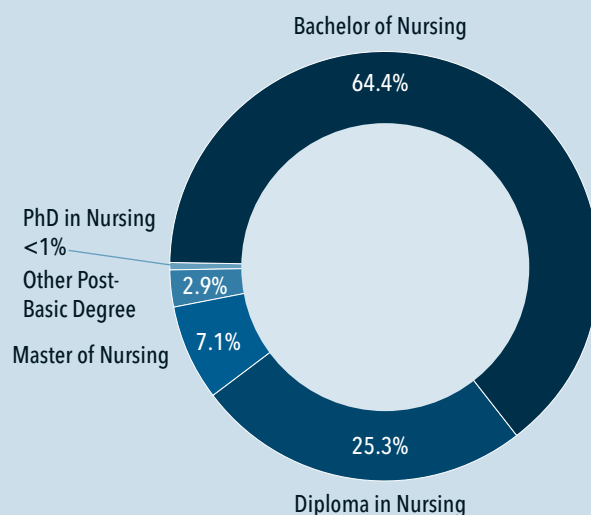
AGE OF PRACTICING REGISTRANTS



The majority of registrants (64.4%) had a Bachelor of Nursing as their highest education. The proportion of registrants with a diploma as their highest education decreased 1.5 percentage points.

Approximately 4.5% of registrants (n=289) indicated that they were enrolled in post-basic education. Most (79.6%) were enrolled in a graduate degree program (Master's or Doctorate degrees including Nurse Practitioner programs).

HIGHEST EDUCATION



EXAMINATIONS

93.1% of graduates who completed a program at the NL schools of nursing in 2021 passed the NCLEX-RN® on their first attempt. National data show that graduates from NL schools of nursing have consistently ranked in the top 3 among all Canadian provinces since 2015.

95.4% of NP-Family/All-Ages (F/AA) graduates who completed an NP program in 2021 successfully wrote the Canadian Nurse Practitioner Exam (CNPE) on their first attempt.

EDUCATION APPROVAL

This year, the College, in its journey towards one approval process for all entry-level nursing programs (BScN, IEN Bridging/Re Entry, and MScN - NP); initiated the approval process for the BScN (Collaborative) Program. The approval process for the BScN (Collaborative) Program is the final program to be integrated into our journey. The approval process is based on a framework that is regulatory focused, evidence informed, objective, transparent and sustainable. Through the approval process, the College strives to promote excellence in nursing practice by ensuring nursing education programs are preparing graduates to achieve the entry-level competencies (ELCs) to practice.

EMERGENCY LICENSURE (PANDEMIC RESPONSE)

The College continued to grant emergency registration/licensure of RNs/NPs to assist in the public health emergency related to COVID-19. During the year, a total of 59 RNs were granted an emergency licence (EL). An EL is effective for a 90-day period and may be renewed for an additional 90-day period. The College worked closely with the four Regional Health Authorities to license RNs to assist with flu vaccinations, COVID swabbing clinics, contact tracing and COVID vaccination clinics. Since the beginning of the pandemic (March 2020) the College issued a total of 113 emergency licences to RNs. With the lifting of pandemic restrictions in March 2022, the College concluded the emergency licence initiative. We thank each and every individual who showed an interest in obtaining an EL.

CONDITIONAL LICENCE

Twenty-six registrants were issued a conditional licence for 2021-22 due to outstanding Continuing Competency Program (CCP) requirements. Twenty-three registrants met the program obligations within the 90-day time period. Three registrants had their registration status changed to non-practicing. Effective March 31, 2022 the College will no longer grant a conditional licence as completion of CCP requirements is a condition of being granted a practicing licence.

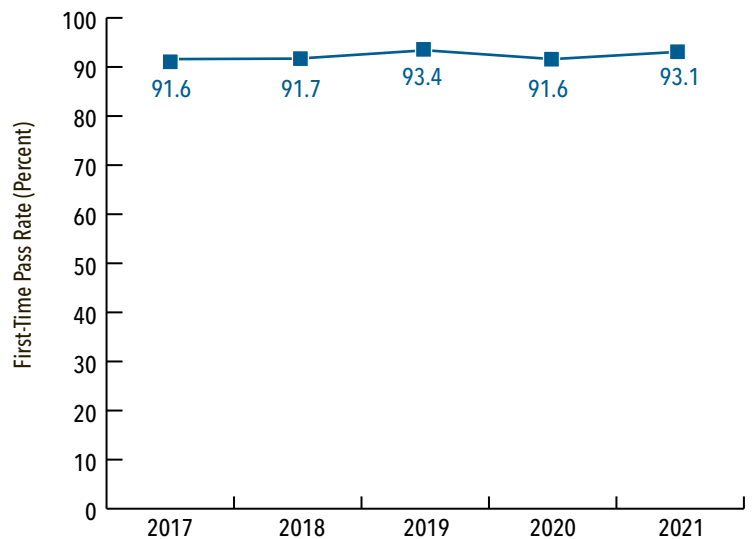
CONTINUING COMPETENCY PROGRAM AUDIT

The 2021 CCP Audit proceeded as planned this year with no delays. All documents submitted in conduct of the audit were reviewed by the College in May 2021. Of those audited, 14% did not initially meet requirements and required follow up with College staff. Once follow up was completed a total of 96% of those audited met all requirements. A total of three registrant files were referred to the Director of Professional Conduct Review for additional follow up and resulted in all three submitting documentation that met all CCP audit requirements.

MEMBER DISPLAY

Work was initiated on an enhanced member display which shall include additional information including former name(s) and the date of initial registration with the College, plus, other jurisdictions where a registrant has had a licence. Disciplinary findings will also be linked directly to the member display.

NCLEX-RN PASS RATE



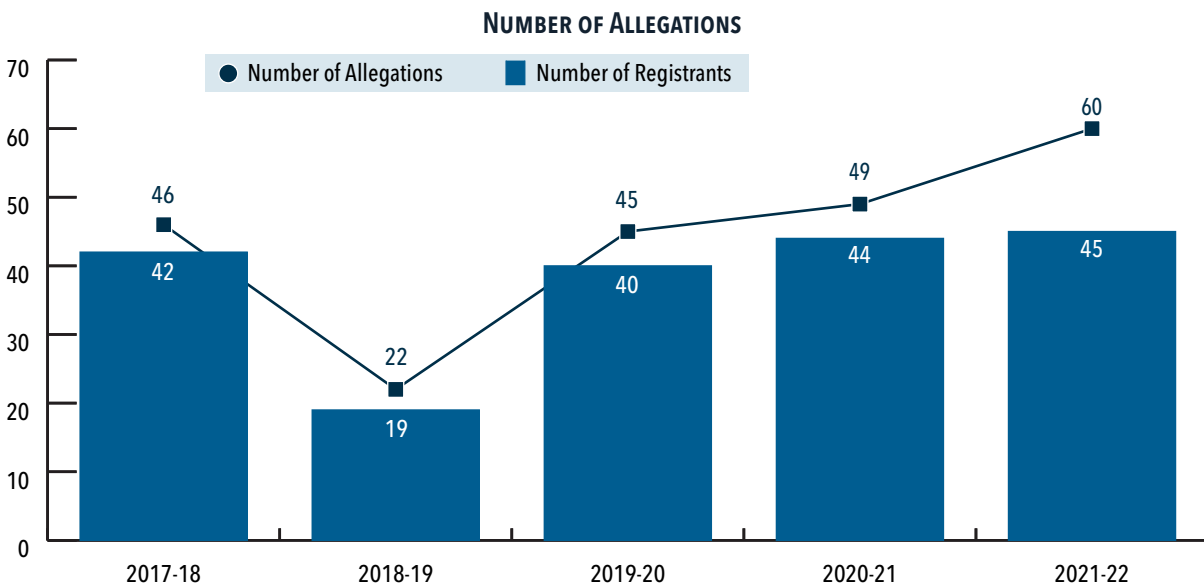
PROFESSIONAL CONDUCT REVIEW

The Professional Conduct Review (PCR) process is used to assess an Allegation and to intervene when a registrant’s practice or conduct is unacceptable and deserving of sanction. The process is authorized by the Registered Nurses Act (2008) (the “Act”).

The Act gives the Director of PCR (DPCR) authority to attempt to resolve an allegation or to refer it to the Quality Assurance (QA) Program or a Complaints Authorization Committee (CAC), which is comprised of members of Council. Where the CAC finds a complaint it may refer the complaint to an Adjudication Tribunal, convened from the Disciplinary Panel, for a hearing. The CAC may also recommend that Council suspend, restrict or further investigate a Registrant’s practice pending final outcome of a hearing.

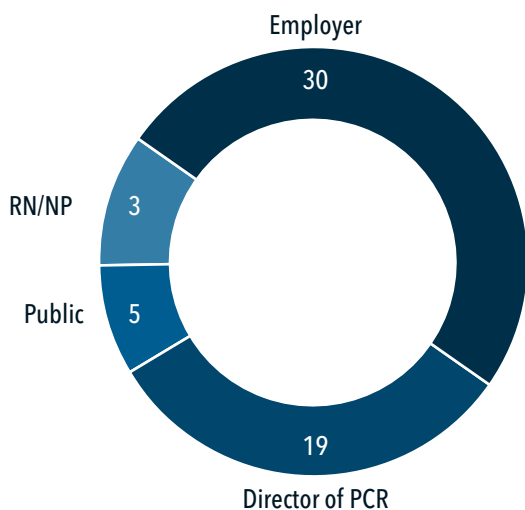
ALLEGATIONS

Sixty reports were filed alleging a registrant engaged in conduct deserving of sanction. This represents a 22% increase over the previous year. Analysis shows that despite year-over-year fluctuations, there is a general trend towards increases in both the number of allegations and registrants.

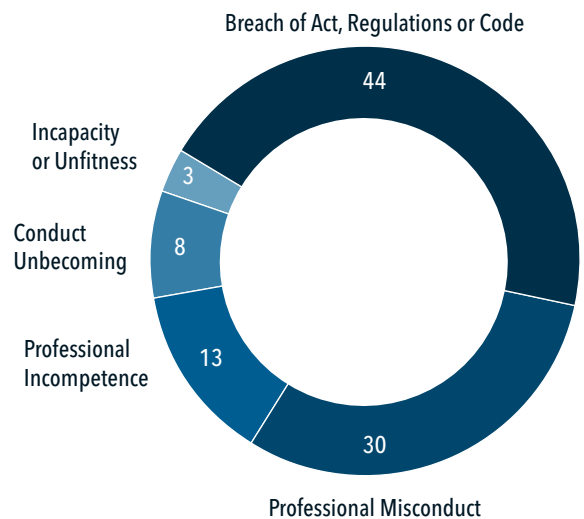


Allegations were filed by a variety of sources and fell into one or more categories of conduct deserving of sanction.

SOURCES OF ALLEGATIONS



CATEGORIES OF COMPLAINTS



Conduct issues during this reporting period are as follows:

BREACH OF ACT, REGULATIONS OR CODE

- Practising without a licence and liability protection
- Failure to submit all documents for CCP Audit
- Failure to notify College of changes in employment information
- Breaching obligations under an agreement
- Breaching client privacy and confidentiality

PROFESSIONAL MISCONDUCT

- Medication administration and/or management
- Mistreatment of a patient
- Alleged theft of narcotics
- Undermining public confidence
- Abandoning a shift
- Inappropriate comments to colleagues in the workplace
- Lack of transparency on application for registration

CONDUCT UNBECOMING

- Breaching client privacy in personal communications
- Criminal convictions
- Soliciting employment information without authorization
- Social media posts

INCAPACITY/UNFITNESS

- Impairment due to substance abuse
- Cognitive capacity

PROFESSIONAL INCOMPETENCE

- Errors in medication administration processes
- Failure to demonstrate critical thinking
- Failure to complete physician orders
- Communication and documentation deficiencies
- Challenges with prioritization, time management
- Clinical skill deficiency

QUALITY ASSURANCE PROGRAM

Where possible, the DPCR may refer an issue/concern that does not meet the standard for conduct deserving of sanction to the QA Program. In this year there was one matter from the previous year that was satisfactorily resolved.

ALTERNATE DISPUTE RESOLUTION (ADR)

Where possible, the DPCR may attempt to resolve an allegation through the ADR process. In this year there were:

22

Attempts to resolve via ADR

6

ADR agreements completed

6

Agreements pending signature

3

Agreements entered into and failed

While the ADR process is well established, there are circumstances where it is not an option (e.g., an investigation is required; consent to explore not provided by Registrant or Complainant). The percentage of allegations where an ADR was explored was lower this year at 37% as compared to 56% last year. The number of matters dismissed by the CAC more than doubled from five last year to 12 this year.

COMPLAINTS AUTHORIZATION COMMITTEE (CAC)

The CAC met 13 times to review allegations lodged against 27 registrants. Outcomes of the CAC included:

9

Referred to DPCR for ADR
or investigation

12

Dismissed

3

Caution/Counsel issued

7

Referred to Disciplinary
Panel

5

Licences suspended pending
outcome of a hearing

ADJUDICATION TRIBUNALS

The Adjudication Tribunal heard seven matters. Adjudication Tribunals have two matters pending against two registrants.

3

Suspended until specified
conditions were met

1

Finding of conduct
deserving of sanction

3

Conduct Deserving of Sanction with
Remediation and Costs

The number of hearings held this year falls within the five-year range of two to five hearings per year.

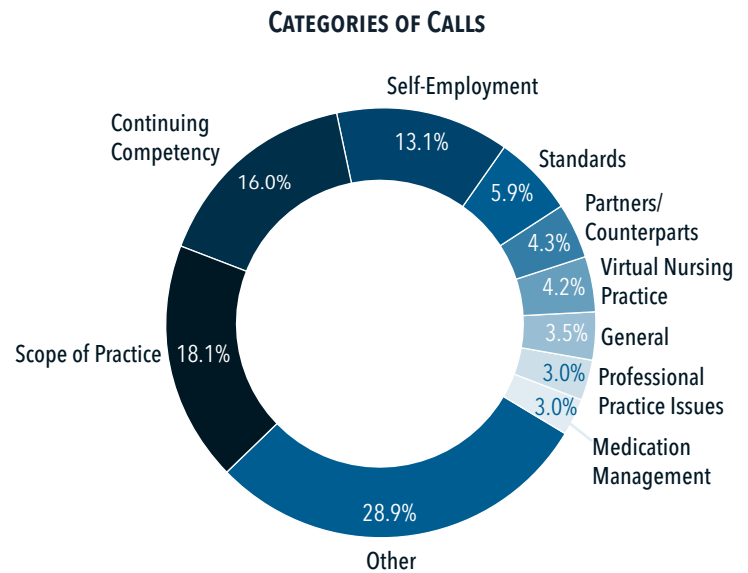
The outcomes of the disciplinary hearings are published in the Registrant's local newspaper as required under the Act when a Registrant is found guilty, and an Order of the Adjudication Tribunal suspends or imposes conditions or restrictions on a licence.

Notices of hearings are posted on the CRNNL website, and the hearing is open to the public unless an Adjudication Tribunal orders otherwise.

ACCOUNTABLE PROFESSIONALS

MAKING CONNECTIONS

- Responded to greater than 571 practice calls. Most frequently asked questions were related to scope of practice, CCP, or self-employment.
- Presented (by request) to over 231 RNs/NPs on various practice topics, the most commonly requested was Scope of Practice - Collaborative Practice between RNs and LPNs, followed by Documentation and Social Media.
- Presented to 603 nursing students. Topics included: Self-Regulation, Standards of Practice, Scope of Practice, Entry-Level Competencies (ELCs), Professionalism & Social Media, Documentation, Medical Assistance in Dying (MAID).
- Held a novice RN and NP workshop attended by 9 RNs which focused on trending professional practice topics.
- The College's Tuesday Education Sessions saw over 1500 individuals register for the 19 sessions. The sessions were held with topics ranging from emerging research to cultural humility and education on the provincial Towards Recovery initiatives. All topics are listed in the College Connection publication during this reporting period.
- The College joined with the Newfoundland and Labrador Association of Social Workers and the College of Licensed Practical Nurses of Newfoundland and Labrador and held a virtual webinar called **"Building Collaborative Relationships and Fostering Cultural Competency in Providing Safe and Effective Services."** This provincially broadcast event attracted greater than 688 health professionals.



NEW CONTINUING COMPETENCY PROGRAM

The new continuing competency program (CCP) was developed over the previous year to prepare for its provincial launch for early spring 2022. Resources to support registrants, including a CCP Framework and a number of complementary resources were developed: CCP Guide and Frequently Asked Questions. A campaign was also produced by College Communication for the provincial launch. The new CCP promotes learning within the context of the practice setting, allowing RNs/NPs to capture learning happening in the everyday, and what they learn intuitively but are not capturing currently on paper. The new CCP requirements are effective starting in the licensure year of April 1, 2022-March 31, 2023.

RESOURCES FOR RNS & NPS

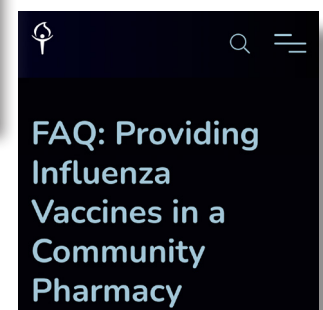
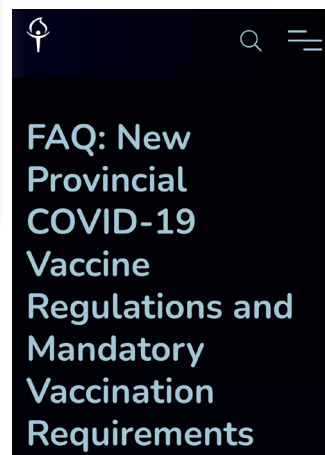
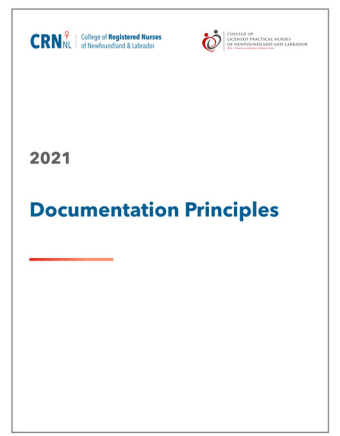
The College began an initiative to keep RNs and NPs informed on practice related topics from our organization as well as external sources via a monthly email entitled "Notes from the Practice Team." The College's COVID-19 RN/NP webpage was kept current with the latest evidence-based information and resources on COVID-19 including Practice scenarios and COVID FAQs e.g., administering COVID-19 and Flu vaccines in Community Pharmacies, NPs providing medical exemptions for COVID-19 vaccinations, and Provincial COVID-19 mandatory vaccination requirements.

Registrants were invited to participate in a consultation of the new Scope of Practice document from November 2021-January 2022. To begin the process of revising the Scope of Practice document, two focus groups (Clinical Managers Advisory Committee, Workplace Representatives Committee) were held to identify new/emerging concepts to be incorporated into the document and to validate current concepts. Two consultation processes (one comprehensive and one targeted) were also undertaken to offer ample opportunity for registrants and key stakeholders to provide feedback utilizing a number of methodologies: focus groups, survey monkey and online website survey. 110 stakeholders participated in these processes.

REGULATORY DOCUMENTS

To ensure RNs and NPs had the necessary resources to support safe practice, the College revised/created the following documents:

- Documentation Principles
- Self-Employment
- 2 FAQs related to COVID-19 Vaccines & 1 FAQ related to Providing Vaccines in a Community Pharmacy



EVOLUTION OF THE PROFESSION

COLLEGE COLLABORATIONS

- The College held meetings with key stakeholders to move forward with admitting and discharging privileges for NPs within RHAs.
- The College defined practice as a RN or NP, which expanded upon the definitions in the RN Act. These definitions aid in scope of practice for RNs/NPs and to assist in identifying what constitutes practice hours as an RN/NP in self-employment (including contractual work) or non-traditional roles or settings.
- RN prescribing is moving forward in NL. Regulations governing RN prescribing to be drafted by the Government of Newfoundland and Labrador. RN Prescribing Development Committee met five times in 2021 and have developed a draft RN Prescribing Framework and Guidance Document that has been shared with key stakeholders.
- The Canadian Council of Registered Nurse Regulators (CCRNRR) moved forward this past year with two main elements of its multi-year, multi-faceted initiative for NP Regulation which were entry-level examinations and entry-level education programs. The education subcommittee started its work in refreshing the NP entry-level competencies (ELCs) by offering a number of focus groups (NPs, NP educators and regulatory representatives) to examine the RN-ELCs to identify the breadth and depth of NP-ELCs and to identify areas of advanced practice as well as new trends and gaps. Two project update newsletters were also distributed this past year which can be found on CCRNR's website. Selection of the exam vendor is still ongoing. These elements will lead to consistency in NP regulation, reduce unnecessary barriers and increase labor mobility, and ensure public understanding of the NP's role and practice.

COLLEGE PARTNERSHIPS

- A successful provincial proposal submitted in collaboration with the Centre for Nursing Studies which allocated \$420,000 for the implementation of an Internationally Educated Nurse (IEN) Bursary Program to support up to 42 IENs to complete the IEN Bridging Program.
- Another successful provincial project proposal to Support the Economic Advancement of Newcomers in Newfoundland and Labrador that was submitted in collaboration with Centre for Nursing Studies (CNS) was approved for significant funding to establish a Nursing Community Assessment Service (NCAS) Satellite Site for Internationally Educated Nurses (IENs) in Newfoundland and Labrador.
- The College's Student Representative Program was attended by students from all three nursing schools where students received presentations on a variety of regulatory topics, including standards of practice and scope of practice.
- For the 4th year, the College assisted students from the Centre for Nursing Studies (CNS) in their community placement. The students provided the College with information regarding student nurses understandings of jurisprudence, a resource manual, and an infographic that will be published in the College Connection Magazine.

REGULATORY CONTRIBUTIONS TO HEALTH POLICY



Executive Director Lynn Power was a member of the Community Care Committee and contributed to the Health Accord NL Report and subsequent recommendations.



Passed along information to NPs regarding prescribing behaviors associated with practice campaigns and upcoming webinars via notes from practice team email. Participated in the Quality Care Share Symposium.



Provided a regulatory perspective regarding RNs/NPs documenting of administration of the COVID-19 vaccinations in the electronic medical record and practice expectations related to documentation principles. The College is a member of the Personal Health Record Steering Committee.



The College is a member of provincial committee and provides a regulatory and nursing perspective for these Mental Health and Addictions initiatives.



College holds a general membership with this organization to stay informed of current public health topics affecting our population. Education on the current public health topics this year which included the colon screening program, nutritional initiatives, and indigenous health.



Participated in an e-scan of national nursing jurisdictions' scope of practice for RNs, NPs & LPNs with the Canadian Institute for Health Information (CIHI).



FEDERAL: College Council was provided a presentation on Cultural Safety and Anti-Racism in Canada - Calls to Action on March 18, 2021, as an item for discussion. College Staff participated in a cultural reflection presentation/exercise as part of staff meeting to National Day for Truth and Reconciliation. **PROVINCIAL:** Officials provided feedback on the MDCME education module "Providing Culturally-Safe Care for the Indigenous People of NL". The College also collaborated with the creation of the survey for the Virtual Care Advisory Committee as well as participated in newly formed Provincial Advisory Committee for Acuity & Assignment Manager to support the Integrated Capacity Management (ICM) Project.



FINANCIAL STATEMENTS



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REPORT OF THE INDEPENDENT AUDITORS ON THE SUMMARY FINANCIAL STATEMENTS

To the Members of College of Registered Nurses of Newfoundland and Labrador

Opinion

We have audited the summary financial statements of College of Registered Nurses of Newfoundland and Labrador (the Entity), which comprise:

- the summary statement of financial position as at March 31, 2022,
- the summary statement of operations for the year then ended,
- and note to the summary financial statements.

The financial statements are derived from the audited financial statements of College of Registered Nurses of Newfoundland and Labrador as at and for the year ended end of March 31, 2022 (audited financial statements).

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial statements, in accordance with the criteria disclosed in Note 1 in the summary financial statements.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the Entity's audited financial statements and the auditor's report thereon.

The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

The Audited Financial Statements and Our Report Thereon

On our report dated June 2, 2022:

- We expressed an unqualified opinion on the audited financial statements.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria disclosed in Note 1 in the summary financial statements.

Auditors' Responsibilities for the Audit of the Financial Statements

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standards 810, Engagements to Report on Summary Financial Statements.

Chartered Professional Accountants
St. John's, Canada
June 2, 2022

COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR

Summary Statement of Financial Position

March 31, 2022, with comparative information for 2021

	2022	2021
Assets		
Current assets:		
Cash and cash equivalents	\$ 3,946,020	\$ 4,094,869
Trade receivable	37,299	32,173
Prepaid expenses	20,863	20,409
	<u>4,004,182</u>	<u>4,147,451</u>
Portfolio investments	2,847,248	2,830,601
Capital assets	136,786	152,283
	<u>\$ 6,988,216</u>	<u>\$ 7,130,335</u>
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 551,091	\$ 618,216
HST payable	299,987	360,919
Deferred revenue	2,165,505	2,525,985
	<u>3,016,583</u>	<u>3,505,120</u>
Net assets:		
Unrestricted	1,527,523	1,447,429
Internally restricted		
Invested in capital assets	136,785	152,282
Global member services plan	50,348	43,429
Ways and means plan	129,082	121,525
Conduct review plan	477,028	407,110
Building contingency plan	1,548,077	1,374,868
TD affinity plan	102,790	78,572
	<u>3,971,633</u>	<u>3,625,215</u>
	<u>\$ 6,988,216</u>	<u>\$ 7,130,335</u>

See accompanying note to summary financial statements.

COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR

Summary Statement of Operations

Year ended March 31, 2022, with comparative information for 2021

	2022	2021
Revenues:		
Practicing members	\$ 2,644,516	\$ 2,596,401
Interest income	63,972	63,497
Registration service fees	58,467	58,155
Other	55,837	62,477
Dividend income	23,972	20,929
Non-practicing members	18,342	17,789
	<u>2,865,106</u>	<u>2,819,248</u>
Expenses:		
Salaries and benefits	1,548,669	1,512,146
Affiliation fees	329,277	416,921
Administration	231,123	215,173
Professional conduct review	120,658	178,895
Registration	71,309	100,843
Expenses of council	68,603	44,366
Communications	42,864	90,911
Practice and policy	33,617	1,973
Amortization	33,302	65,248
Examinations	2,063	-
Other	1,471	918
	<u>2,482,956</u>	<u>2,627,394</u>
Excess of revenues over expenses, before other items	382,150	191,854
Other income (expenses):		
Unrealized gain (loss) on fair value of investments	(97,308)	249,473
Gain on sale of investments	61,576	27,217
Insurance proceeds	-	71,004
Loss on disposal of capital assets	-	(3,125)
Flood loss	-	(63,518)
	<u>(35,732)</u>	<u>281,051</u>
Excess of revenues over expenses	\$ 346,418	\$ 472,905

See accompanying note to summary financial statements.

COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR

Note to Summary Financial Statements

Year ended March 31, 2022

1. Basis of presentation:

These summary financial statements have been prepared from the audited financial statements of the College of Registered Nurses of Newfoundland and Labrador (the "College") for the year ended March 31, 2022, on a basis that is consistent, in all material respects, with the audited financial statements of the College except that the information in respect of changes in net assets and cash flows has not been presented and information disclosed in the notes of the financial statements has been reduced.

Complete audited financial statements are available to members upon request from the College.



College of **Registered Nurses**
of Newfoundland & Labrador

Setting the Standard for Nursing Excellence.

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