

22-23  
**Annual  
Report** 



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

# 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.



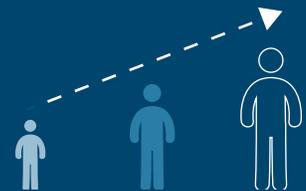
#### ACCOUNTABLE PROFESSIONALS

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

Knitting continues to teach me.  
I can picture my Nan knitting for hours rocking in her chair.

She taught me at a very young age how to knit socks using double pointed needles and was always nearby when I needed her to fix a mistake or take over the needles to do the ever-interesting heel turn in the sock. I have so many memories of just me and my Nan knitting together. I don't remember my Nan using a pattern and she could click those needles and carve out a story like no one I have ever known. Often without even looking at her needles.

There are so many parallels between knitting and my own nursing career and in particular my time as a member of the College council. I have sat as a member of Council for close to 8 years, including 3 years as the first elected Chair for the College. There has been a tremendous amount of work dedicated to pushing nursing regulation forward. At times things have unravelled only to be rewoven back into something often stronger and more impressive than the original. This past year has been no different, in fact the importance of continuous evaluation has been at the forefront.

I differ from my Nan as I enjoy patterns and I rarely repeat the same pattern. A pattern is a guide to follow. Council has dedicated time to working on a new strategic plan, one that will be future-focused and rooted in our mandate of public protection. As this plan takes shape and as I prepare to start a new journey in my own career and with my family, I look at this just like I do when I have completed a pair of knitted socks, feeling proud and accomplished. This "pair" of socks are completed as is my journey in Newfoundland and Labrador.

The College of Registered Nurses is in a solid place with a dedicated team and council. The work will continue. The challenges and the successes ahead will continue to be faced head-on and embraced as opportunities to evolve.

Like the effort it takes to knit a pair of socks I am confident the College will continue to adjust the pattern to meet the challenges ahead. May the College remain firmly planted and grounded as it continues it's work as the largest health care regulator in our province.



*Tracy MacDonald*

# FROM THE EXECUTIVE DIRECTOR

Benjamin Disraeli speaking on reform in 1867 stated: "Change is inevitable. Change is constant..." and in 1925 it was Winston Churchill who sourced: "To improve is to change, so to be perfect is to have changed often."

Two famous quotes, by two renowned British Prime Ministers, almost half a century apart. They stand today as an historic testament that leaders and professionals ought not to just expect change but encourage and embrace it, as change is a primary source of growth and progress.

This past year has been marked by new and exciting initiatives from practically every department of our College.

In the Practice Department, the College launched a redesigned and innovative Continuing Competency Program for RNs and NPs which removed cumbersome recording processes and expanded what constituted learning so they could apply it each day in their practice. The College grew and promoted our new social media platforms to enhance the education experience for registrants using virtual outreach formed around engaging and informative content which resulted in a level of outreach never seen before. We worked with stakeholders to develop frameworks which will have a positive impact on the community such as RN Prescribing, an initiative which is first of its kind in Newfoundland and Labrador.

The Professional Conduct Review Department experienced a break from tradition when it trended for the first time, a higher number of allegations sourced from private citizens as opposed to those originating from a health authority, a factor that speaks to the newly established awareness and recognition of our organization in the consciousness of our provincial population. An example of how the College is meeting our primary mandate.

In our Licensing and Registration Department, the year began, concluded, and progressed with the College being laser focused on implementing some of the most reformative initiatives in our history. Diligently working with the Provincial Government and various stakeholders the College used every regulatory tool at its disposal to improve processes and tear down barriers to streamline access to licensure in our health care system. Striking a comprehensive balance between improving the licensing process for Canadian and Internationally Educated Nurses, while ensuring our regulatory mandate of public protection remains unchanged, the College has made significant progress in this department.

This has indeed been another year of change and progression for the College of Registered Nurses of Newfoundland and Labrador. I encourage readers to explore the highlights of our work during the 2022-23 year and become familiar with the direction in which we are headed.

Yes, change is constant and yes, to change is to improve, but it is my guiding principle that to achieve effective change is to do so using a balanced and methodical approach. I have every confidence that the endeavours we embark upon now and embrace going forward, will have a substantive and lasting impact on our operations, our health care system, and our province in both the days ahead and the years that follow.



*Lynn Power*



# REGULATORY REFORM

## CHANGES TO LICENCING & REGISTRATION

### REDUCING DUPLICATION

Explored current and historic IEN licensure data to illustrate trends and opportunities and worked with Department of Immigration, Population Growth and Skills to explore common requirements for immigration versus licensure, and reduced duplication if any of the steps served a common purpose, such as accepting criminal record checks from other countries where the nurse was licensed from evidence obtained by federal immigration officials

### PARTNERSHIP WITH GOVERNMENT

Established a collaborative partnership with the newly created Health Professional Recruitment and Retention division of the provincial government.

### BRIDGING PROGRAM

Worked with the CNS Bridging Education Program to identify potential applicants/opportunities to enhance enrollment. The result has been an expansion of clinical experience for IENs.

### IEN SURVEY

Surveyed known IENs in the province and nurses with expired licenses to ascertain interest in licensure, inquire about potential barriers and devise a plan to address relevant barriers.

### ENGLISH LANGUAGE PROFICIENCY

Participated in a national project to modernize the english language proficiency (ELP) benchmarks. Updated College policy on ELP exemptions to include completion of a Canadian graduate academic program. Moved the ELP component of licensure to after the NNAS assessment/report.

### RHA HUMAN RESOURCES

Established regular communications with human resources departments in all RHAs to ascertain current situation in regard to employees in personal care roles that indicate they were an RN in their home country to explore their intent and status of applications.

# CHANGES TO LICENCING & REGISTRATION (CONT'D)

## COMPETENCY BASED ASSESSMENT

Obtained funding from Government (Immigration) to establish a Nursing Community Assessment Service (NCAS) center at the CNS. NCAS is a competency-based assessment that will identify if an applicant has the necessary competence to meet Canadian standards. The Centre is on target to open in 2023.

## SPEP PROGRAM

Established the Supervised Practice Experience Partnership (SPEP) program to address currency of practice gaps for IENs and nurses who wish to re-enter.

## FUNDING PROPOSAL

Developed a federal government proposal seeking resources to support and expand access to simulation equipment etc. in three new satellite nursing program sites across the province- Sectoral Workforce Solutions (\$11.9 million).

## NNAS STREAMLINING

Worked with NNAS to enhance/speed up their proposed streamlining initiatives.

## CONNECTIONS

Connected with two Canadian groups who offer information and support to India and Pakistan nurses interested in migrating to Canada. The Ismaili Nurses Alliance - working with Pakistan Agu Khan University, and KindShell Inc. India.

## TRAVEL NURSES

Responded in a timely and effective manner to the requests of travel nurses and locums and answered all questions as they arose, provided education on processes, and prepared written documents as required.

## AXIS PROGRAM

Connected with Association for New Canadians AXIS program to ensure that they were aware of our role such that we could offer support to any self-identified IENs from Ukraine and other areas who are a part of their services.

## FEE REDUCTION

Council approved a reduction in College administrative fee within the provisional licensure process for IENs - now equal to NL and other Canadian applicants' fees.

## JURISDICTIONAL SCAN

Team of officials at the College continued their work in spotting trends and finding efficiencies and improvements to the licensing and registration processes for national and international applicants.

## INTERIM LICENSE WITH RESTRICTIONS

IENs who meet all other requirements for registration, but their nursing education program was not at the generalist level may be granted an interim licence with restrictions allowing them to practise in a defined area until they complete bridging education for missing content area(s) within provisional registration period.

## NP EXAM

Council accepted new NP Examinations for Canadian and Internationally Educated Nurse NP Applicants. To streamline the application process and create efficiencies Council accepted that all NP exams that are currently approved by other Canadian jurisdictions in any category of practice will be accepted until the development and approval of one national NP exam.

## NCAS PATHWAYS

Participated as an observer on the BCCNM NCAS Pathways pilot project development.

## WORKFORCE CHALLENGES

Meetings were held with the Minister of Health and Community Services and the Minister of Immigration, Population Growth and Skills surrounding the government's objectives to address work force challenges and to enact legislation which would impact the how regulators licence and register professionals.

## PROVINCIAL DELEGATION TO INDIA

In November 2022, Executive Director Lynn Power was part of a provincial delegation coordinated by the Department of Immigration, Population Growth and Skills which travelled to India to recruit health care professionals. It is to be noted that during this trip, the Executive Director's role was to observe and identify areas of where regulatory and educational alignments existed between India and Canada. The outcome of this venture was deemed successful by all involved.

## REGISTRATION TASK FORCE

The year ended with the College of Registered Nurses and the College of Licenced Practical Nurses meeting with the Premier and Minister of Health and Community Services to discuss future initiatives related to licencing and registration of nurses in Newfoundland and Labrador. A task force was assembled at the College to enact the reformative initiatives which resulted from the review which took place in the previous reporting year. These initiatives are continuing to be one of the highest priority items being worked on at the College at the time of this publication.



# GOVERNANCE HIGHLIGHTS

## ITEMS FROM COLLEGE COUNCIL

### LEADERSHIP ANNOUNCEMENTS

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

- SERETHA WHEATON - PRACTICE COUNCILLOR
- RODNEY PIKE - ADVANCED PRACTICE COUNCILLOR

### MEETINGS OF THE COLLEGE COUNCIL & AGM

The Council of the College of Registered Nurses (College Council) held meetings in June, October and February. The 68th Annual General Meeting of the College of Registered Nurses of Newfoundland and Labrador was held on June 8th, 2022.

#### JUNE 2022

The audited financial statements for the year April 1, 2021, to March 31, 2022, were approved as presented.

Ms. Tracy MacDonald and Dr. Glyn George were elected to the positions of Chair and Vice-Chair respectively for a two year term.

College Council approved a new Scope of Practice document.

Council accepted the Strategic Outcome Annual Progress Evaluation Report as evidence of satisfactory progress during the 2021-2022 period.

Council approved the agenda for the 68th annual general meeting as presented.

#### OCTOBER 2022

On October 13th, 2022, College Council approved an updated Medical Assistance in Dying (MAID) document that reflected the Amendments to the Criminal Code of Canada. This document replaced the College’s former MAID documents: NPs Providing MAID (2018) and RNs and NPs- Aiding in MAID (2016).

College Council approved the implementation of the Alinity software program. This program ensure the ongoing integrity and stewardship of membership information in as cost-effective and efficient a manner.

Council approved the RN Prescribing Framework and RN Prescribing Practice Guidelines.

## FEBRUARY 2023

College Council approved the operating budget for 2023/24 as presented.

College Council approved the revised NP ELCs 2023 document which reflect the foundational knowledge, skills, and judgment required for NPs to provide safe, competent, and ethical care at entry to practice and is used to guide the MUN NP curriculum.

College Council accepted that all NP exams that are currently approved by other Canadian jurisdictions in any category of practice will be accepted until the development and approval of one national NP exam.

College Council announced that the MScN-NP program annual monitoring review as well as the Centre for Nursing Studies (CNS) IEN Bridging/Re-Entry annual report have both met the College's monitoring requirements.

The Supervised Practice Experience Partnership (SPEP) program which was previously approved by Council was launched which made nurses with a lapsed licence and Internationally Educated Nurses (IENs) who wished to return to the workforce with less than 10 years experience eligible for provisional registration with the College to meet the legislative currency of practice requirements for licensure.



**The Council of the College of Registered Nurses of Newfoundland and Labrador**

Front row (L-R) Lynn Power - Executive Director, Patricia Rodgers - Eastern Councillor, Melissa Colbourne - Education/Research, Seretha Wheaton - Practice, Kim Legge - Councillor-At-Large, Tonya Ryan - Councillor-At-Large, Tracy MacDonald - Chair/Central Councillor.

Back row (L-R) Aubrey Dawe - Public Representative, Stephen Clark - Public Representative, Neil Colbourne - Administration, Dr. Glyn George - Vice-Chair/Public Representative, Rodney Pike- Advanced Practice, Donna Luther - Western Councillor, Megan Hudson - Labrador/Grenfell Councillor. Missing from Photo: Louise Pinsent Parsons, Public Representative



# PUBLIC CONFIDENCE IN SELF-REGULATION

## REGISTRATION SERVICES

The majority of practicing licences issued were to RNs who renewed from the previous licensure year (88.9%). Another 2.0% re-entered from lapsed or non-practicing and 9.1% were new registrants.

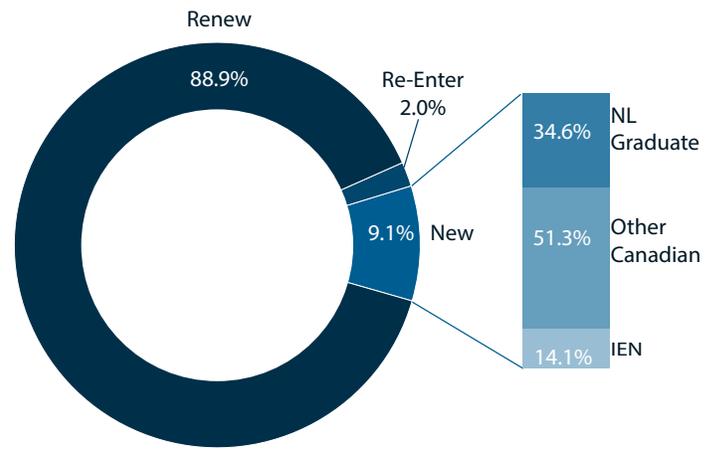
This year, the number of new registrants increased by 108%. The new registrants who were registered in another Canadian jurisdiction exceeded the number who registered as an RN in Canada for the first time.

There were 6771 registrants with a practicing license at year end, an increase of 5.3% from last year. The number of non-practicing members increased 0.8% from 490 to 494.

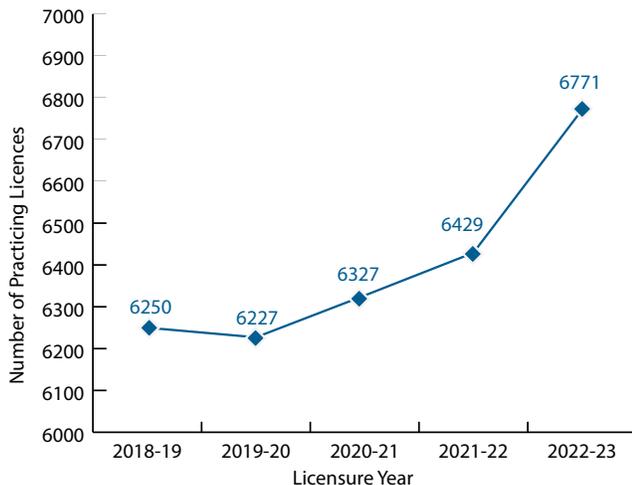
NPs accounted for 3.8% of practicing registrants at year end. A total of 257 registrants had a practicing NP license, representing a 7.5% increase over last year.

Internationally Educated Nurses accounted for 2.6% of practicing registrants.

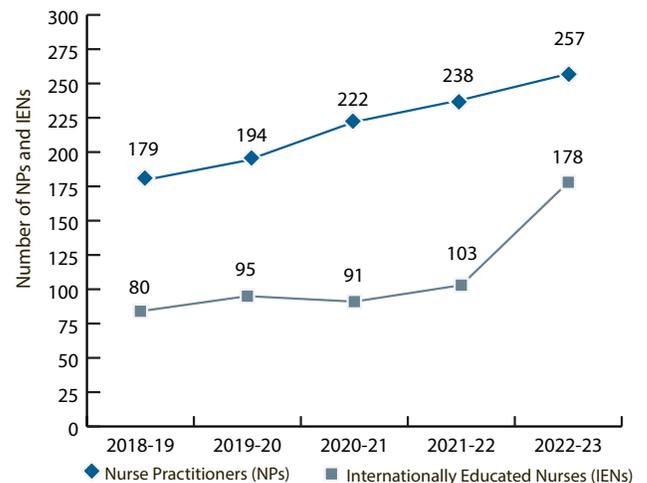
### RENEWALS, RE-ENTRIES AND NEW REGISTRANTS



### NUMBER OF PRACTICING REGISTRANTS



### NUMBER OF NPs AND IENS



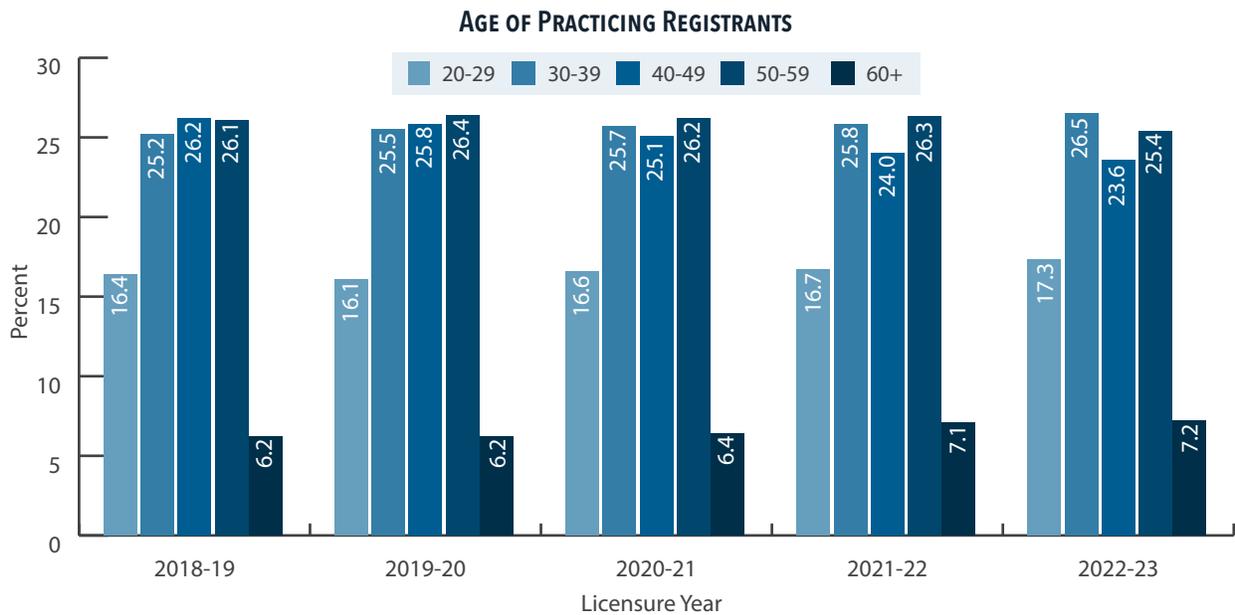
The College, along with other Canadian nursing regulatory bodies, continued to participate in the National Nursing Assessment Service (NNAS) which facilitates the application process for IENs. In our province this year:

- 72** Applications received from IENs
- 19** Referred for Competency Based Assessment
- 17** Referred to full or partial Bridging Program

- 48** Granted provisional registration
- 14** Interim Licenses issued
- 27** Granted licensure

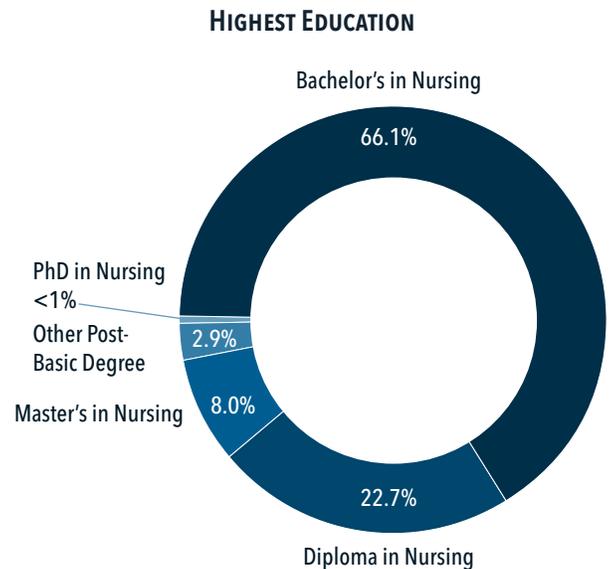
### DEMOGRAPHICS

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 was above 7%.



Two-thirds of registrants (66.1%) had a Bachelor's Degree as their highest education in 2022-23.

Approximately 4% of registrants (n=287) indicated that they were enrolled in a post-basic program.



## EXAMINATIONS

86.1% of graduates who completed a program from a NL educational program nursing in 2022 passed the NCLEX-RN® on their first attempt.

88% of NP-Family/All-Ages (F/AA) graduates who completed an NP program in 2022 successfully wrote the Canadian Nurse Practitioner Exam (CNPE) on their first attempt.

These trends are similar to other years.

## 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); gave approval to the BScN (Collaborative) Program. The approval process for the BScN

(Collaborative) Program was 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.

## RESOURCES

The College added a new regulatory program; the Supervised Practice Experience Partnership (SPEP) program for Internationally Educated Nurses and nurses wanting to re-enter. At the end of the year, there was expressed interest but no applicants.

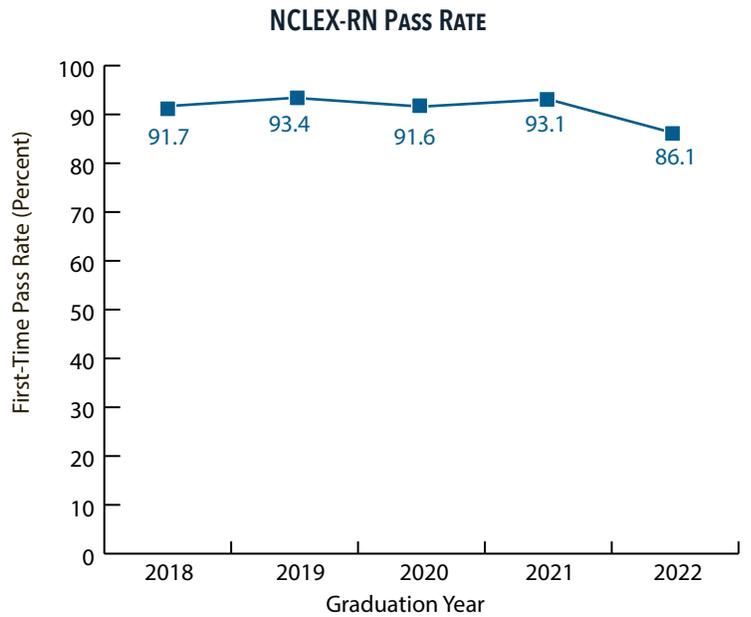
Added new interim licence category; interim licence with restrictions (IL-R) that is specific to IENs who are missing special content areas from their nursing education program. Allows IEN to practice in restricted employment setting while completing bridging education for missing content area.

The College continued to support NCLEX-RN® exam development program with a number of registrants submitting their names for the first time to volunteer for item development activities.

Registration and licensure web content, including applications and associated forms, examinations pages (RN and NP), fee schedules, CCP, were reviewed and updated throughout the year.

## CCP AUDIT RESULTS

The 2022 Continuing Competency Program audit concluded on June 15th. This was the last audit using this program. Of the 300 Registrants randomly selected for audit, 279 (93%) Registrants initially met requirements.

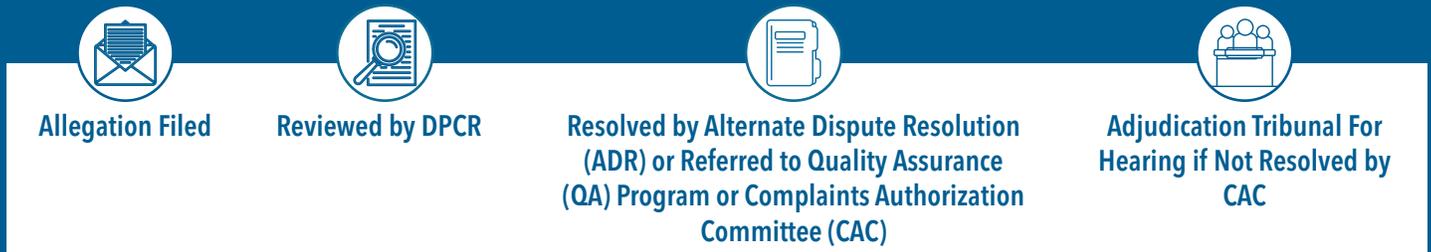


# PROFESSIONAL CONDUCT REVIEW

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 by the Disciplinary Panel, for a hearing. The CAC may also recommend that the Council suspend, restrict, or further investigate a Registrant’s practice pending final outcome of a hearing.

## THE PCR PROCESS



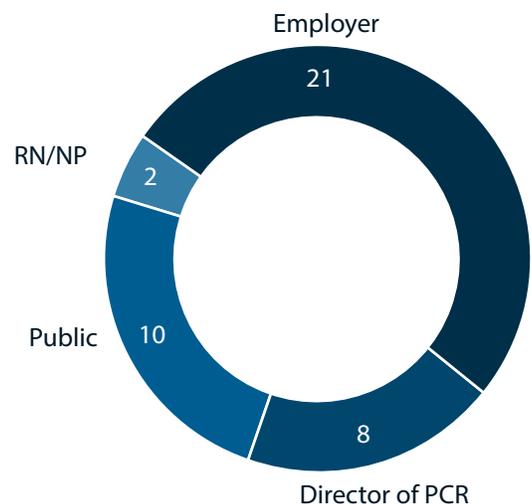
## ALLEGATIONS

Forty-one reports were filed alleging a registrant engaged in conduct deserving of sanction. This represents a 32% decrease over the previous year. Analysis shows that despite a decrease in the number of reports this year, there is a general trend towards increases in both the number of allegations, number of registrants and significance of the concerns.

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

Examples of conduct issues during this reporting period are as follows:

## SOURCES OF ALLEGATIONS



25

### Breach of Act, Regulations or Code

- Practicing without a licence and liability protection
- Failing to report conduct deserving of sanction.
- Failure to notify College of changes in employment information.
- Breaching obligations under an agreement

4

### Conduct Unbecoming

- Breaching client privacy in personal communications
- Criminal convictions
- Social Media posts
- Harassment

## 21 Professional Misconduct

- Medication administration and/or management
- Mistreatment of a patient
- Alleged theft of narcotics or other restricted products
- Inappropriate comments to colleagues in the workplace
- Lack of transparency on application for registration
- Fraud
- Abuse of authority

## 3 Incapacity/Unfitness

- Impairment due to substance abuse

## 14 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:

16 Attempts to resolve via ADR

6 Agreements pending signature

1 ADR agreements completed

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

14 Referred to Disciplinary Panel

12 Dismissed

3 Caution/Counsel issued

5 Licenses 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 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.



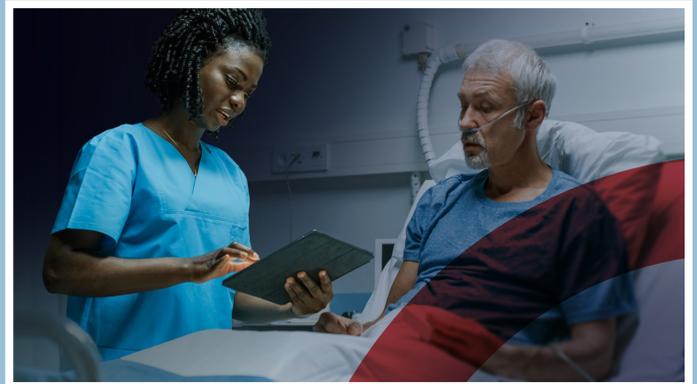


## ACCOUNTABLE PROFESSIONALS

### ***THE NEW CONTINUING COMPETENCY PROGRAM***

The New Continuing Competency Program (CCP) was launched province wide in the Spring of 2022. Almost 1400 RNs/NPs were reached in 31 education sessions during our CCP campaign.

A full-scale communications campaign was launched for the New CCP which included a social media video set, publications on the website, the College Connection, Notes from the Practice Team, Regulation Matters, email, and text messages to inform registrants on the requirements for the new CCP. Complementary resources including a guide and FAQs were also developed and housed on the new CCP webpage.



### ***RN PRESCRIBING***

As the drafts of the RN Regulations were being reviewed, changes were made to the RN Prescribing Framework and Practice Guideline to ensure accuracy and consistent use of wording. Consultations with Saskatchewan Polytechnic also continued throughout the licensure year as we prepared for the first cohort of Registrants from NL to complete the required courses to allow RN Prescribing to be added to scope of practice for those individuals.

# MAKING CONNECTIONS

## PRACTICE CALLS

Registrants called about practice topics more than 770 times; The most frequently asked questions were related to scope of practice, CCP, virtual nursing practice, or self-employment.

Registrant calls to the Practice Department increased by 26.2% this year.

## COLLEGE PRESENTATIONS

Registrants contacted the College requesting presentations on topics related to practice.

The College presented to registrants on topics such as CCP, Scope of Practice, Collaborative Practice between RNs and LPNs, Accountability and Professionalism, and Social Media. These education sessions were a combination of virtual and in person with over 700 registrants in attendance.

The College presented to students on topics such as Self-Regulation, Standards of Practice, Scope of Practice, Entry Level Competencies, Professionalism & Social Media, Fitness to Practice & Duty to Report, Medical Assistance in Dying.

Attendance at College presentations increased 83% this year.

## EDUCATION EVENTS

The College's Education Events via zoom had over 2600 nurses register for 26 sessions. These events focused on the new CCP, Virtual ER's - Regulatory Tips for RNs and NPs, The role of Nursing in Addictions Medicine, and E-mental Health Services.

The College held it's annual collaborative education event with the College of Social Workers and the College of Licensed Practical Nurses entitled "*The Virtual Reality: Ethical and Practical Considerations for Informing Service Delivery.*" This provincially broadcasted event was attended by almost 800 health professionals, an increase of 12.2% from the previous year.

Attendance at Education Events increased 103% this year.

## REGULATORY DOCUMENTS

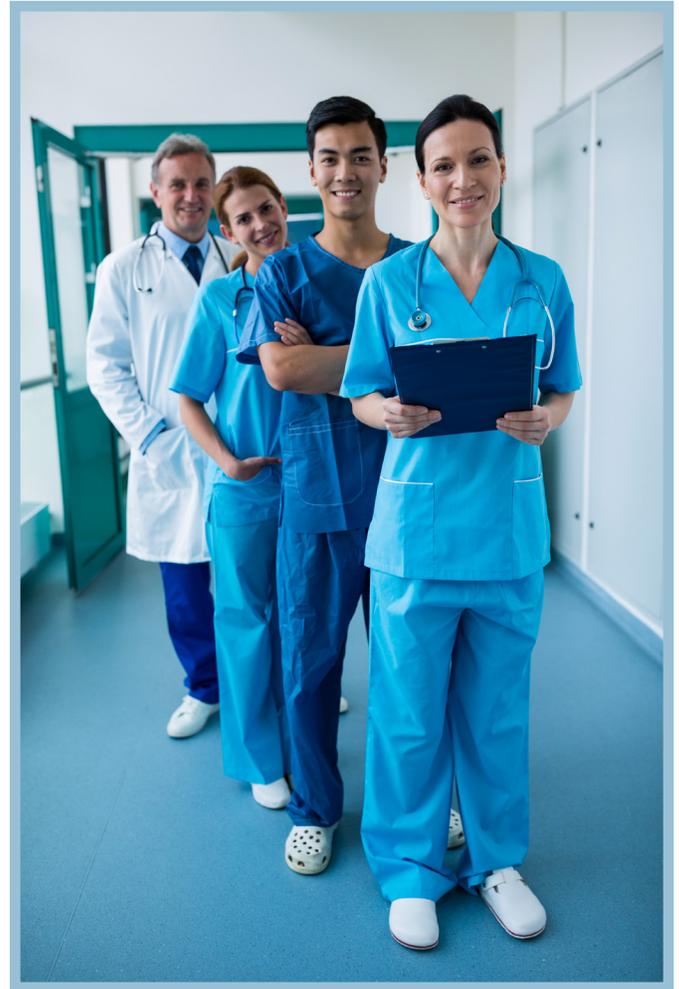
To ensure RNs and NPs had the necessary resources to support safe practice, the College revised/created the a number of documents. [To view the Practice Resources click here.](#)

- Medical Assistance in Dying
- RN Prescribing Framework
- RN Prescribing Guidelines
- RN Prescribing FAQs
- SPEP Program Guideline
- SPEP Program FAQs
- Virtual Nursing Licensure Requirements
- Scope of Practice Framework and Suite of six Supporting Documents
  - Am I Allowed to Do That?
  - Understanding Individual Scope of Practice
  - Differentiating Scope of Practice within the profession
  - Employers Adding a New/Emerging Competency
  - Care Directives and Preprinted Orders
  - Assignment of Care

# PRACTICE

## PROFESSIONAL COLLABORATIONS

- The College worked with the Canadian Council of Registered Nurse Regulators (CCRNRR) which moved forward this past year with two main elements of its multi-year, multi-faceted initiative for NP Regulation.
  - Entry level education programs
  - Entry level examination
- The NP entry level competencies (ELCs) were approved by College Council in February 2023. The revised NP ELCs were informed by an extensive global literature review and environmental scan, a comprehensive national and provincial stakeholder consultation process, and a national NP validation survey completed by NPs across the country. 36 NPs in NL or 2.8 % completed the validation survey in NL.
- There were also three Project Updates newsletters published during this past year.



## STUDENT COLLABORATIONS

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.

## REGULATORY CONTRIBUTIONS TO HEALTH POLICY



- Disseminated information from the Office of the CMOH to all NPs via the practice team email or to all registrants via Notes from the Practice Team notifications.
- Member of the following committees:
  - Virtual Health Advisory Committee
  - Health Accord NL
  - Appropriateness of Care Provincial Committee



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



- Participated in the Nurse's Mental Health Working Group
- Presented at the annual RNUNL convention on the new CCP and a panel discussion on nursing challenges



- Discussed Virtual ERs and Virtual Primary Care Clinics, and NP and RN-led ERs. Coordinated a Tuesday education session on this topic.
- Member of the Steering Committee on the implementation of the Personal Health Record



- Participated in meetings with Health Canada and National MAID taskforce to review and provide feedback on Model Practice Standard for MAID



- Participated as a member of the NLPB Pharmacy Practice Advisory committee



- Provided a regulatory perspective and shares relevant information with registrants. Educational topics this year included: "Perinatal Mental Health in NL" and "Setting Yourself up for Success with the Health Care Provider Physical Activity Kit".



- Participated in a focus group regarding integrated Workforce competencies. Disseminated information from CCSA to registrants
- Provided a regulatory and nursing perspective on the provincial committee
- Attended the provincial ODT conference

# FINANCIAL STATEMENTS

Summary Financial Statements of

## **COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR**

And Independent Auditor's Report thereon

Year ended March 31, 2023



KPMG LLP  
TD Place  
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St. John's NL A1C 6H6  
Canada  
Tel 709-733-5000  
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## INDEPENDENT AUDITOR'S REPORT

To the Shareholder 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, 2023,
- 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, 2023 (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 1, 2023:

- 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



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***Auditor's 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.

*KPMG LLP*

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Chartered Professional Accountants

St. John's, Canada

June 1, 2023

# COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR

## Summary Statement of Financial Position

March 31, 2023, with comparative information for 2022

	2023	2022
<b>Assets</b>		
Current assets:		
Cash and cash equivalents	\$ 4,943,951	\$ 3,946,020
Trade receivable	19,696	37,299
Short-term investments	50,255	-
Prepaid expenses	16,892	20,863
	<u>5,030,794</u>	<u>4,004,182</u>
Portfolio investments	2,715,293	2,847,248
Capital assets	175,119	136,786
	<u>\$ 7,921,206</u>	<u>\$ 6,988,216</u>
<b>Liabilities and Net Assets</b>		
Current liabilities:		
Accounts payable and accrued liabilities	\$ 710,600	\$ 551,091
HST payable	327,967	299,987
Deferred revenue	2,280,348	2,165,505
Deferred IEN contributions	307,213	-
	<u>3,626,128</u>	<u>3,016,583</u>
Net assets:		
Unrestricted	1,555,903	1,527,523
Internally restricted		
Invested in capital assets	175,119	136,785
Global member services plan	194,658	50,348
Ways and means plan	-	129,082
Conduct review plan	556,808	477,028
Building contingency plan	1,709,800	1,548,077
TD affinity plan	102,790	102,790
	<u>4,295,078</u>	<u>3,971,633</u>
	<u>\$ 7,921,206</u>	<u>\$ 6,988,216</u>

See accompanying note to summary financial statements.

# COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR

## Summary Statement of Operations

Year ended March 31, 2023, with comparative information for 2022

	2023	2022
<b>Revenues:</b>		
Practicing members	\$ 2,349,872	\$ 2,644,516
IEN Project	748,511	-
Interest income	141,238	63,972
Registration service fees	137,764	58,467
Other	65,297	55,837
Dividend income	24,474	23,972
Non-practicing members	18,526	18,342
	<u>3,485,682</u>	<u>2,865,106</u>
<b>Expenses:</b>		
Salaries and benefits	1,605,089	1,548,669
IEN Project	748,511	-
Administration	199,461	231,123
Expenses of council	111,951	68,603
Professional conduct review	104,767	120,658
Registration	102,213	71,309
Amortization	31,111	33,302
Practice and policy	30,149	33,617
Communications	28,659	42,864
Affiliation fees	27,227	329,277
Other	1,215	1,471
Examinations	18	2,063
	<u>2,990,371</u>	<u>2,482,956</u>
Excess of revenues over expenses, before other items	495,311	382,150
<b>Other income (expenses):</b>		
(Loss) gain on sale of investments	(12,415)	61,576
Unrealized loss on fair value of investments	(159,451)	(97,308)
	<u>(171,866)</u>	<u>(35,732)</u>
<b>Excess of revenues over expenses</b>	<b>\$ 323,445</b>	<b>\$ 346,418</b>

See accompanying note to summary financial statements.

# COLLEGE OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR

Note to Summary Financial Statements

Year ended March 31, 2023

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## 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, 2023, 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.*

## CONTACT US:

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A blue rectangular banner with the text 'Follow Us' in a white, cursive font at the top. Below the text are two QR codes: one on the left for Facebook and one on the right for Instagram. In the center, there is a red icon of a person with arms raised, holding a flame above their head, which is the CRN NL logo. The word 'FACEBOOK' is written in white capital letters above the left QR code, and 'INSTAGRAM' is written in white capital letters below the right QR code.