

# RPNews

REGISTERED PSYCHIATRIC NURSES ASSOCIATION OF SASKATCHEWAN

Volume 13, Number 3

Fall 2000

## Psychiatric nursing education program for Saskatchewan?

At the Provincial Nursing Council meeting, held on September 7, 2000, the Executive Director of RPNAS made the following announcement: "The Registered Psychiatric Nurses Association of Saskatchewan is pleased to announce that discussions are currently underway between the Saskatchewan Indian Federated College and Brandon University to offer a psychiatric nursing program in Saskatchewan.

The program would be four years leading to a Bachelor of Science in Psychiatric Nursing, with a three year diploma exit option.

Council approved the investigation of this opportunity at a special Council meeting held after the Annual Meeting in May. At this time, we are confirming research into the need for such a program, specifically with First Nations peoples. A formal proposal is expected to be finalized by the end of October.

**"Destiny is not a matter of chance, it is a matter of choice."**

-- William Jennings Bryan  
American statesman

It is anticipated that the first intake of students into this program would be in the Fall of 2001."

Since that announcement was made, efforts have taken place to undermine the establishment of a psychiatric nursing program in Saskatchewan. The initiative, however, is **far** from dead. RPNAS continues to collect information regarding the interest and need for such a program. Membership involvement, however, is critical at this stage.

A letter will be going out the first week of October to all RPNAS members. Please read the letter carefully and follow through on the actions requested. These instructions may sound cryptic but they are important.

This is the time that Registered Psychiatric Nurses need to take a stand in this province. We saw nursing students march on the legislature last winter. While we are not encouraging such actions, it is **imperative** that RPNs fight for the preservation of your profession. There are many ways in which you can do this.

If anyone has questions about how you can get involved in making this educational initiative a reality, please call Central Office at (306) 586-4617.

### In this issue:

Psychiatric nursing program ...	1
Competency project news .....	1
President's Pen .....	2
Executive Director's Update ...	3
September Council business ..	3
Call for Resolutions .....	4
Call for Nominations .....	5
In Memory .....	5
Registration renewal news .....	5
Marketing Plan activities .....	6
World Mental Health Day .....	7
Education Day & AGM .....	7
CPD opportunities .....	8

### Competency project news

Work is continuing on the development of a national registered psychiatric nurse competency document. Representatives from the four RPN associations met in Winnipeg at the end of August to finish the compilation of four documents into one.

The final work of validating drafts of new sections is nearing completion and the document in its entirety will be complete at the end of October.

Publication and dissemination of the document is expected in late 2000 or early 2001.



**Optimal mental health  
for all people of  
Saskatchewan.**

**Volume 13, No. 3**      **Fall 2000**  
The Registered Psychiatric Nurses Association of Saskatchewan is the regulatory body for the province's 1,200 registered psychiatric nurses.

RPNAS distributes this newsletter to each of its registered practising and non-practising members. The newsletter discusses issues about the regulation of psychiatric nursing and the decisions of the RPNAS Council. RPNAS therefore assumes that each of its members is aware of the matters discussed here. RPNews is published four times per year. 2000 copy deadlines: Feb. 1, May 23, Sept. 5 and Dec. 1.

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## President's Pen

By Carla Bolen, RPN



I'm having strong "home stretch" feelings as my final year of being president begins. But this is not a time to sit back and wait passively for the end. Rather, it is a time to bear down, draw upon energies and ideas yet untapped, and probably work harder and faster than in the early laps of this race.

I had the privilege of attending the RPN Association of Alberta's AGM in Edmonton, in late June, at which their 50th Anniversary was also celebrated. It was an uplifting affair where RPN history in Alberta was acknowledged and the future optimistically anticipated. The presidents and executive directors of the four RPN Associations were able to meet face-to-face, a nice change from our usual conference calls. At this meeting, we agreed to form the Registered Psychiatric Nurses Alliance of Canada (the RPNAC), as an incorporated body. RPNAC will give Registered Psychiatric Nurses a national voice.

On July 21st, Linda Rabyj, Joy Johnson and I met with Minister Atkinson in Saskatoon to inform her of these developments and to discuss a number of other issues about which we are concerned.

Council met on September 16th. We were pleased to welcome Dr. Marlene Smadu from Saskatchewan Health, as our guest. Marlene explained her new role as Principle Nursing Advisor and some of the work being undertaken by the Provincial Nursing Council. One of the sub-committees of the Nursing Council will examine the issue of "magnet environments"--workplaces and health districts that attract and retain quality health care workers. To this end, I attended a one-day meeting in Toronto on September 19th, chaired by Dr. Judith Shamian of the Nursing Policy Branch of Health Canada.

For me, it was important to take what I was hearing about nursing workplace health, and stretch it to be applicable to the multi-disciplinary context of many RPNs' workplaces, without losing an important and needed focus on nursing health. All of the member associations of our new RPN Alliance of Canada were present at this meeting, and we are confident that the RPNAC will be intimately involved as a national strategy is developed.

I would like to close by thanking those RPNs who have lent me their ears and offered me support and advice over the past year. Please, keep it coming! I would also like to thank those RPNs who have graciously offered to serve on committees and attend meetings in my stead, because of their particular wisdom on key issues. I feel that this has resulted in the RPNAS being more appropriately and knowledgeably represented. I am forever grateful.



## Executive Director's Update

By Joy Johnson

One step in strategic management is the Environmental Scan--the SWOT analysis. When looking outside the Association, we can see many Opportunities and Threats. Often, though, whether something is an opportunity or a threat depends on how one looks at it. Threats are usually merely opportunities that are more challenging to handle.

RPNAS is faced with many opportunities and threats at this stage of its existence. We have had phone calls about the dissolution of the Association. We have had discouraging remarks made about the future viability of RPNAS. These can be looked at as threats from which we run and hide. Or they can be considered as opportunities to show the stuff of which Registered Psychiatric Nurses are made.

I prefer to consider any challenge as an opportunity to make changes and move forward. Yes, the Association is faced with a large number of members retiring in the next few years. Yes, the Association is receiving only a handful of registrations from new graduates each year. And yes, if something is not done, the Association will be viable for only another five to 10 years.

So what do we do about this? RPNs can either let the "steam roller" come and flatten the Association or RPNs can decide to fight back and find ways to make changes. We have a very real opportunity for a psychiatric nursing education program in this province, that will address the issue of new registrations. We are just going into the nursing education approval process with the NEPS program--here again is an opportunity to make some changes. There are many other opportunities that RPNs can use to strengthen the Association.

We will be having meetings of all the Recruitment and Retention Marketing Plan subcommittees in October. These meetings will be concrete opportunities for RPNs to develop ideas and plans.

RPNs have faced many challenges throughout the over 50 year history of the Association. Never once did the membership give up. The quote on page 1 of this newsletter is there for a purpose: Leaving your destiny to chance is not an option. I challenge you to consider the choice you want for your destiny as an RPN.

## September Council activities

### Council Education

Dr. Marlene Smadu, Principal Nursing Advisor, met with Council to discuss her role and some of the work being done by the Provincial Nursing Council. President Carla Bolen will represent RPNAS on a subcommittee of the Nursing Council that will focus on "Magnet Environments."

### Governance process

Council appointed Louis Walton as the new public representative to the Professional Conduct Committee. Louis is a licensed EMT who served for many years as a medic in the military. Louis will bring a unique perspective to the Professional Conduct Committee.

Council will be attending the Education Day for the College of Physicians and Surgeons of Saskatchewan in Saskatoon on October 21, 2000. The day is entitled "To Err is Human," and will feature distinguished speakers on the topics of error reduction in health care.

### Policy review

Council revisited policies pertaining to Council Committees, performance of the Executive Director, and staff. No changes were made to these policies.

### Council Monitoring

The Executive Director presented monitoring reports regarding work that has been done toward accomplishing the Ends of the Association. The Executive Director also provided reports regarding compliance with Executive Limitations policies. Council found the Executive Director in compliance with all policies.

### Bursaries and scholarships

Council approved changes to the criteria for RPNAS bursaries and scholarships. Many of the changes involved formatting for consistency. The most notable change was in the criteria for the Leflar Award. Previously this has been awarded to the graduate with the highest mark on the RPN national registration examination. It will now go to the graduate receiving the highest mark on the RPN national registration examination who is registered with or intends to register with the RPNAS.

Council meetings are held at Central office in Regina and are open to the public. Anyone wishing to attend should contact Linda Jessett, Executive Secretary, at least two weeks prior to the meeting, in order to receive materials in advance.

**The next Council meeting is Dec. 8 & 9, 2000.**

# Call for resolutions

## Who can submit a resolution?

Resolutions can be submitted by Council, Branches, a group of practising members, or an individual practising member. Resolutions submitted from meetings must be accompanied by a motion of endorsement carried at the meeting.

## Why should I submit a resolution?

The submission of resolutions to the Annual Meeting represents one of the most important avenues for direct input available to the membership. Resolutions provide the opportunity for the membership to give specific direction to the Council to act on a matter of significant note.

## What issues can be addressed?

The subject of a resolution must be

within the jurisdiction of the RPNAS. Resolutions can relate to psychiatric nursing practice, education, administration, research, the professional association or the health care system. A resolution can be declared out of order if there is conflict with the law, *The Act*, Bylaws and regulations, standing rules of order, or if it concerns matters already under study.

## How can I submit a resolution?

Identify the issue and determine background information that will assist with the development of the resolution and supporting rationale. Contact any Council member or Central Office staff for advice regarding whether the resolution is within the objectives and jurisdiction of the RPNAS or whether the issue is currently under study. Then draft the resolution following the Resolution Format for Submission form below.

The "whereases" for the resolution should provide a logical rationale for the requested action. The "Be it resolved" clause should be worded so that it can stand alone, without requiring the "whereases." This clause should state **Who** is to take the action, **What the action is to be** and **To Whom** the action is directed. Supporting data and rationale, including anticipated actions and costs, should be attached to the resolution, and appropriate sections of *The Act* and Bylaws should be cited. The name and phone number of the mover and seconder should be included at the bottom of the page.

## When is the deadline for submission of resolutions?

The deadline for resolutions is: **February 16, 2001.**

Submit resolutions to:  
Chair, RPNAS Legislative Committee  
2055 Lorne Street  
Regina, SK S4P 2M4  
Fax: (306) 586-6000

### Resolution Format for Submission to Annual Meeting 2001

Date: \_\_\_\_\_ Submitted by: \_\_\_\_\_  
(Name) \_\_\_\_\_ (Address) \_\_\_\_\_  
(Home phone) \_\_\_\_\_ (Business phone) \_\_\_\_\_

**Resolution:**  
Whereas: \_\_\_\_\_  
Whereas \_\_\_\_\_  
Therefore be it resolved that RPNAS \_\_\_\_\_

**Rationale:** \_\_\_\_\_  
\_\_\_\_\_

Moved by: \_\_\_\_\_ Seconded by: \_\_\_\_\_  
Phone: (H) \_\_\_\_\_  
(B) \_\_\_\_\_

## Registration renewal news

As of April 1, 2000, RPN members of SUN shall have their license to practice fees paid by their employer. SAHO, in discussions with the RPNAS, has developed a process for the payment of fees by the employer.

As soon as you receive your registration renewal form, complete the form, sign it and attach your Continuing Professional Development form. This should then be given to your employer. If you are concerned with confidentiality, use an envelope with your name, RPNAS, registration number and whether your fees are prepaid noted on the outside of the envelope.

Employers will forward your form to the RPNAS, along with a list of names of those forms enclosed and a cheque to cover all the fees. Any improperly completed forms will be returned to the employer for resubmission.

The key to making this process work will be having the forms completed properly--**with CPD forms attached**. Any errors will delay the processing of licenses.

A new Continuing Professional Development brochure was sent with the fees form. This brochure outlines the CPD program and what can be counted toward the six required units of Continuing Professional Development.

If you have prepaid your fees, identify this to your employer. Your employer will reimburse you as soon as confirmation that you are licensed has been received by your employer.

RPNAS registration renewal forms went out to members by mail the week of September 18, 2000. If you have not received your registration renewal form, please call Central Office at (306) 586-4617.

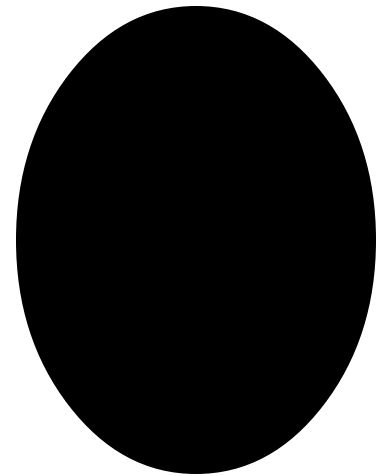
## In Memory Suzanne Sagal 1947 - 2000

Suzanne Sagal graduated as a Psychiatric Nurse in 1968. She was wife to Ed Sagal and together they parented eight children, ranging in ages from 28 to 13. They were grandparents to four children.

In 1995, Suzanne returned to nursing and completed the psychiatric nursing re-entry program in 1996 and a palliative care course in 1998. She was employed as a general duty nurse at the Moose Jaw Union Hospital/ Moose Jaw-Thunder Creek Mental Health Unit and Providence Place Geriatric Assessment and Long Term Care Facility.

Suzanne was an expert seamstress, gardener and served on the executive of the Christian Women's Organization in the 1990s.

Suzanne believed in the goodness of all persons, treating them holistically as creations of God who needed love and compassion to grow beyond their pain and suffering for healing to take place. Suzanne focused all of her energy on being the best wife, mother, grandmother, friend and psychi-



atric nurse that she was capable of being.

Although Suzanne's time with us was too short, she will be remembered by everyone who knew her as a person who tried to making a loving and caring difference in our world.

Over 500 relatives and friends gathered at St. Joseph's Church for her memorial service on August 5, 2000--a wonderful tribute to Suzanne's life.

It is not for us to know or understand why God calls our loved ones home before we are ready to let them go. Her legacy for us is to hold in our hearts forever all the precious moments she left behind.

Tribute submitted by  
Joan Murphy, RPN &  
Judy Franks, RPN

## Call for Nominations to RPNAS Council

The Registered Psychiatric Nurses Association of Saskatchewan needs strong leadership as the Association tackles some difficult issues.

The Nominations Committee is seeking candidates for nomination and election to the RPNAS Council. The President-Elect and three Council Members-at-Large positions will be open for nomination. Terms of office begin after the 2001 Annual Meeting and are for two years. Nominees must be active practising members of the RPNAS. For nomination forms, please contact your local RPNAS Branch or Central Office.

# RPNAS Marketing Plan Activities

The RPNAS Recruitment and Retention Marketing Plan subcommittees have been formed and work is getting under way. Letters went out to over 70 RPNAS members, inviting them to participate in the subcommittee work.

Meetings are scheduled as follows:

**October 2, 2000**

Public subcommittee

**October 11, 2000**

Government subcommittee

**October 13, 2000**

Employer subcommittee

**October 16, 2000**

RPN subcommittee

**October 17, 2000**

High school subcommittee

**October 18, 2000**

Educators subcommittee

**October 24, 2000**

Nursing students subcommittee

Each subcommittee will begin its work by doing an Environmental Scan of the forces impacting upon it. This scan will involve an Internal Factor Evaluation (IFE) that will look at strengths and weaknesses internal

to the RPNAS and the profession of psychiatric nursing. The scan will also involve an External Factor Evaluation (EFE) that will focus on opportunities and threats that are external to the RPNAS and to the profession of psychiatric nursing.

The Environment Scan will enable each subcommittee to set objectives and then strategies to meet those objectives.

All RPNs are invited to participate on a subcommittee. Anyone who has not received an invitation but is interested in being involved should call the RPNAS Executive Director immediately at (306) 586-4617. Your participation is highly valued and needed.

Once the initial meetings have been held, the Executive Director will compile a report that will include a detailed plan of the objectives and strategies of each subcommittee. This will prevent the duplication of efforts of subcommittees and allow for maximum use of "person power."

At its meeting in December, RPNAS Council will be having an education session on lobbying. This same information will be presented to subcommittee members at a future meeting.

**"The general aim of psychiatric nursing could be summed up as follows: to care for patients, beyond mere custodial, supportive and protective care, by establishing relationships and providing opportunities in the environment that encourage patients to grow and improve physically, psychologically and socially toward a higher level of competence; where this is impossible, to encourage and maintain a maximum level of functioning possible....The Psychiatric Nurse should first of all be an expert in establishing therapeutic relationships and promoting satisfying interactions."**

-- J. Frank Van Kampen, RPN  
Psychiatric Nursing Instructor,  
Weyburn, 1961

## Regina Women's Community Centre & Sexual Assault Line

provides services to women experiencing or who have experienced:

- *Battering and abusive relationships (including dating relationships)*

- *Sexual assault*

- *Childhood sexual abuse*

- *Sexual harassment*

Regina Women's Community Centre  
#250 - 1933 8th Ave.

24-hour Sexual Assault Line:  
352- 0434

## Central Office Hours Monday - Friday

**September 1 -  
June 30  
0830 - 1630 hours**

**July 1 - August 31  
0830 - 1600 hours**

In addition to regular statutory holidays, the office is closed the following days:

December 22, 2000  
at noon  
through January 1, 2001

May 15 & 16, 2001  
for RPNAS Annual Meeting

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**The Registered Psychiatric Nurses  
Association of Saskatchewan**

**invites you to**

**Take a Mental Health Break on Us!**

**October 10, 2000 -- Tuesday  
2055 Retallack St., Regina**

**9:00 am – 4:00 pm**

**Drop into Central Office for your break.  
Join us for physical and mental refreshment  
to celebrate World Mental Health Day.**

**RPNAS Education Day and Annual Meeting**

**May 15 & 16, 2001**

**Temple Gardens Mineral Spa**

**Moose Jaw**

**Watch for Education Day details and registration form in the December issue of *RPNews*.  
*Plan now to attend!***

# CPD Opportunities

## Continuing Nursing Education

College of Nursing, University of Saskatchewan

October 12	Infection Control	Nipawin
Nov. 16-17	Breastfeeding	Saskatoon
Nov. 20-Dec. 1	Two week Palliative Care Course	Saskatoon

For more information, contact:  
CNE, (306) 966-8360

### ILS Series

Oct. 17	Intermediate Life Support	Ponteix
Oct. 18	Intermediate Life Support	Herbert
Oct. 19	Intermediate Life Support	Gull Lake

### ACLS Series

Oct. 14-15	ACLS Provider & Re-registration	Moosomin
Oct. 28-29	ACLS Provider & Re-registration	Saskatoon
Nov. 18-19	ACLS Provider & Re-registration	Leader

For information or to register for this series,  
contact CNE, 306-966-7787

## Inaugural World Conference

### The Promotion of Mental Health and Prevention of Mental and Behavioral Disorders

December 5-8, 2000

The Carter Center  
Atlanta, Georgia

Patron: Rosalynn Carter

For more information:  
World Conference  
World Federation for Mental  
Health  
1021 Prince Street  
Alexandria, VA 22314, USA

or Fax  
703-519-7648

## Council for Exceptional Children 44th Annual Provincial Conference

### Bullying Hurts

October 26-27, 2000  
Prince Albert, SK

This conference will focus on issues around bullying,  
victims and bystanders.

**Keynote speaker: Rev. Dale Lang, Tabor Alberta**

For more information, contact Pauline Steele at 306-764-3187

## Call for Abstracts

RPNAC would like to see RPNs as  
major presenters at the upcoming

### World Assembly for Mental Health

July 22-27, 2001  
Vancouver, BC

Submit a 300 word abstract to  
wamh2001@venuewest.com

Deadline: December 15, 2000

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