

RPN ews

REGISTERED PSYCHIATRIC NURSES ASSOCIATION OF SASKATCHEWAN

Volume 14, Number 3

Fall 2001

Remembering Nancy Redekop

On July 8, 2001, Nancy Redekop passed away following a battle with cancer. Nancy was an ardent supporter of RPNAS, serving as president from 1976-1979. Arlene Hanson, a close friend and confidant, presented the eulogy at Nancy's "celebration of life." Following is an excerpt from Arlene's words, used by permission:

"Nan and I first met a few years ago; in 1959 in Moose Jaw. That is when we began our training to become Registered Psychiatric Nurses at the Saskatchewan Training School. In May of 1962 we graduated along with 40 some other nurses, one of the largest graduating classes from STS at that time.

Our paths separated then as we married and moved away from Moose Jaw. Separation and divorce brought the two of us back together again in the 70s and our three boys. (Mark, Trent and Jeffrey)

Nan returned to STS which later became to be known as Valley View. Here she worked as Supervisor for many years.

Besides her nursing duties, Nan was President of the Moose Jaw Branch of the Saskatchewan Psychiatric Nurses Association (SPNA), as well as Provincially and Nationally. Nan did a great

deal of travelling and speaking on the Associations' behalf.

Nan was President of the Union in Moose Jaw (CUPE) for quite some time and was involved in politics.

Nan was an advocate for people-workers rights, people with mental health problems, people with intellectual problems, in fact, anyone with a disability.

Nan's pet project was the Canadian Mental Health Association. Nan got started in this project with another dear friend Peggy Johnson a way back in the 80s.

Nan will receive a Provincial award at the Canadian Mental Health Annual Meeting in June and she is being recognized at the National Awards at the end of this month, which Aurelia Beach will accept, on her behalf.

Besides Nan's very busy work schedule she did make time for her many friends. We are truly going to miss you, Nan, for the person, friend and active co-worker you have always been.

We are here, not only in sorrow, but to celebrate our love for you, Nan, and to celebrate your life as mother, sister, aunt, friend and co-worker."

In This Issue

Remembering Nancy	1
Call for Nominations	1
President's Pen	2
E.D. Update	3
Sept. Council Highlights	3
Registration renewal	4
Bursaries/Scholarships	4
Approved Bylaws	5
Call for Resolutions	6
Liability Insurance	7
CPD Opportunities	8

Call for nominations

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.

Four Council Members-at-Large positions will be open for nomination. Terms of office begin after the 2002 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. **Deadline for nominations is January 31, 2002.**



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

Volume 14, No. 3 **Fall 2001**
The Registered Psychiatric Nurses Association of Saskatchewan is the regulatory body for the province's 1,100 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 is published four times per year. 2001 copy deadlines: Feb. 1, June 1, Sept. 1 and Nov. 30.

Publication Agreement # 1460021

RPNAS COUNCIL:

- President:**
Linda Rabyj, RPN 933.6153
- President-Elect:**
Candace Alston, RPN
- Members-at-Large:**
 - Angie Craig, RPN 766.3928
 - Dan Fraser, RPN 766.4329
 - Brenda Green, RPN 765.2523
 - Geraldine Koban, RPN 786.0577
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 - Pamela Watt, RPN 655.4930
 - Kathy White, RPN 798.0156

- Public Representative:**
Joan Forbes (Res) 228.3613

All telephone numbers are employers unless indicated otherwise.

RPNAS STAFF

- Executive Director**
Joy Johnson
- Registrar (volunteer)**
Roberta Jors, RPN
- Executive Secretary**
Linda I. Jessett
- Bookkeeper/Office Assistant**
Sharon A. Rooney

**REGISTERED PSYCHIATRIC
NURSES ASSOCIATION OF
SASKATCHEWAN**

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President's Pen

By Linda Rabyj, RPN

Greetings!

The summer began by sharing the "sand in our clam." RPNAS appeared before the Standing Committee on Health Care in June to respond to the Final Report of the Fyke Commission on Medicare. A synopsis of the RPNAS Brief submitted to the Fyke Commission was presented to highlight the "pearls" of the report and assert that effective mental health services are an imperative for the people of Saskatchewan. Since the presentation, I encountered a statement articulated by Dr. Gro Harlem Brundtland, the Director-General of the World Health Organization, that seemed to capture what RPNs already know: "The road ahead is long. It is littered with myths, secrecy and shame. Rare is the family that will be free from an encounter with mental disorders or not need assistance and care over a difficult period. Yet, we feign ignorance or actively ignore this fact...The solutions to mental health problems are not difficult to find; many of them are already with us. What we need is to focus on this as a basic necessity."

The urgency to address mental health/illness worldwide was validated during the World Assembly for Mental Health that was held in Vancouver in July, 2001. Canadian RPNs attended and presented at the international conference. Opportunities to share information relating to the profession of psychiatric nursing were further enhanced through a display that attracted conference participants of diverse disciplines from around the world. The Registered Psychiatric Nursing Association of Saskatchewan's poster presentation on Mental Health Promotion Competencies for RPNs was derived from the national competency document. The poster presentation stimulated national and international interest during and following the conference.

The World Mental Day will be recognized on October 10, 2001. The theme for the second consecutive year is "Mental Health and Work." The need to promote mental health in the workplace cannot be over emphasized. Although the burden of mental health disorders on health and productivity has been long underestimated, mental disorders are recognized as one of the three leading causes of disability. Unrecognized and untreated mental illness costs organizations billions of dollars in lost productivity and insurance claims.

It would be remiss to conclude this column without acknowledging the tireless efforts of the RPNAS staff member who is leaving us in October. A warm "Thank you" to Linda Jessett for her decade of service to RPNAS and the people of Saskatchewan.

Executive Director's Update

By Joy Johnson, PhD (Cand)

As I sit at my computer, contemplating what to write in this issue's column, I reflect on some comments that I recently heard, comments that I find quite disturbing. The comments focused on the *RPNews* and the level of readership. The person speaking was quite certain that "no one reads the *RPNews* so the information it contains is really useless."

This concerns me for several reasons: One, this is the most vital means of getting information out to you and keeping you up-to-date on RPNAS activities. This issue contains information on registration renewal, liability insurance, and scholarship/bursary opportunities. These are important pieces of information.

The second reason is that the *RPNews*, while produced as cost-effectively as possible, does cost the Association several thousand dollars a year. Are we "wasting" this money?

This Fall, we will be conducting a communications audit of all our communications tools. This will involve a random survey of members. If you receive this information in the mail, please, please, please respond. I hope you can prove the above person wrong in that statement.

On a different note, I am sad to inform our members that Linda Jessett, Executive Secretary, will be leaving the Association to move to Cold Lake, Alberta. Linda has served the Association faithfully for a decade and she will be sorely missed.

Linda is the person who usually answers the phone, and always has a cheerful demeanor and pleasant words to say. She has been a wealth of knowledge to me in settling into the role of Executive Director. Anytime I need information, Linda either has it or knows where to find it. We wish Linda happiness in her new life.

The summer has flown by with many projects on the go. I anticipate that in my next column, I can drop the letters (Cand.) after PhD as I will have completed my studies and the requirements for a PhD in Administrative Studies. Thank you to everyone who has encouraged me in this effort!

September Council Highlights

The Council of the Registered Psychiatric Nurses Association of Saskatchewan met on September 8, 2001 at Central Office. Among the work dealt with were the following:

Governance Process Decisions

Council reviewed key concepts for revisions to Association position statements. A staff advisory team has been working on this project. The team included: Gary Thronberg, Jayne Whyte, John Mitchell and Susan Burns. Council will review the final draft statements at its December meeting.

Considerable time was spent discussing an opinion provided by Association legal Counsel regarding conflict of interest related to the Summative Evaluation of the NEPS program. Council passed a motion to the effect that participation in the decision regarding approval status of the program could be seen as a conflict of interest. Thus those Council members who teach in the program will not participate in the decision-making process.

Ownership Linkage

Council was pleased to welcome Diane Knight, Coordinator of Treatment Services, Child Care and Education Centre, Prince Albert Grand Council. Ms Knight presented on the program, needs and role of RPNs at the Child Care and Education Centre. Both Ms Knight and Council will continue to look for ways in which RPNAS and the Centre can partner.

Possible Future Decision

Council reviewed a letter from the Registered Psychiatric Nurses Association of Alberta, informing RPNAS of a decision made at the August 12, 2001 RPNAA Council meeting: "Based on a review of the Nursing Education Program of Saskatchewan (NEPS), the Registered Psychiatric Nurses Association of Alberta does not approve the Nursing Education Program of Saskatchewan (NEPS) as an approved program of study."

Council meetings are open to the public. The next meeting is December 8, 2001. Please call Central Office at least two weeks prior to the meeting to ensure that space is available and to receive a copy of meeting materials.

RPNAS Central Office Hours

Sept. 1 -- June 30 0830 -- 1630

July 1 -- August 31 0830 -- 1600

Closed December 24, 2001 -- January 1, 2002
and Statutory Holidays

Closed June 3-5, 2002 for
RPNAS Annual Meeting

2002 registration renewal information

As of April 1, 2000, RPN members of SUN have had 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.

When you receive your form, you will note two different amounts that can be paid. Individual RPNs sending in forms will pay \$305.00 which includes \$300.00 licensing fee and \$5.00 for liability insurance.

Due to the massive problems encountered by RPNAS last year, and the considerable extra expense in staff time, employers will be paying a \$15.00 administration fee for processing of forms. This fee is only for forms that are sent in by the health districts. This does not apply to individual RPNs who mail or bring in their forms. This is an administration fee charged to the districts, not to the

RPN. The total payment for forms submitted by the employer is \$320.00.

As soon as you receive your registration renewal form, complete the form, sign it. Remember to fill out the Continuing Professional Development requirement on the **back** of the form.

Give this completed form 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. 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 17, 2001. If you have not received your registration renewal form by the end of September or have questions about the form, please call Central Office at (306) 586-4617.

Scholarships and Bursaries available to RPNs

The Registered Psychiatric Nurses Association of Saskatchewan recognizes that costs for education programs continue to rise. To assist students and RPNs in education pursuits, the RPNAS provides a number of bursaries and scholarships.

In August, the Education Team met to review the criteria for bursaries and scholarships, and attempted to simplify the process--particularly for students. Previously, it was faculty who nominated students for specific awards. The lack of applications for these awards, however, has been a concern to the Association. This money has been put aside to assist students, but without nominations, no students were assisted.

For the 2002 awards, students will be able to complete the application forms

themselves, with a reference letter from a faculty member.

Criteria have been established for a new doctorate scholarship. RPNAS is pleased to offer this scholarship of \$2,000 beginning in 2002.

The criteria are much the same as those for the Masters level scholarship, with just a few exceptions. The significant difference is that applicants may be eligible for this award twice in their pursuit of a doctorate. This award will be presented at the RPNAS annual meeting.

The Association is very pleased to offer the following scholarships and bursaries to students and RPNs:

Terrence B. Christiansen Memorial Bursary for Year II: \$200.00

Joyce P. Long Memorial Bursary for Year III: \$300.00

NEPS Year III Bursary (3): \$300.00

NEPS Year IV Scholarship: \$1000.00

Registered Psychiatric Nurse Bursary (2): \$500.00

Baccalaureate Scholarship: \$1000.00

Masters Scholarship (2): \$1000.00

Doctorate Scholarship: \$2000.00

The deadline for applications is **May 1, 2002**. Complete criteria and application forms are available from RPNAS, 2055 Lorne St., Regina S4P 2M4, or call (306) 586-4617 to have the application information mailed to you.

Bylaws approved by Minister

The following Bylaws, approved by the RPNAS membership at the Annual Meeting, have been approved by the Minister of Health:

BYLAW V REGISTRATION

Section 3 Maintaining Eligibility as a Practising Member

Clause (a) is amended by deleting 1200 hours and substituting:

(a) work in psychiatric nursing activities approved by the association for at least **1400 hours** in the five-year period immediately preceding the date of application for the year in which licensure is sought;

Clause 2 is amended by adding (d):

(d) where a person has not held an active practising license in the ten-year period immediately preceding the date of application in which licensure is sought, meet the examination requirements for registration.

Clause 3 is amended by adding:

3 A license to practise psychiatric nursing as a registered psychiatric nurse may be issued to persons who meet the requirements of Bylaw V Section 3(1) **or Section 3(2).**

BYLAW VII EXAMINATIONS

Section 1 Examinations

is amended by deleting clause 3 and substituting:

3 Candidates are allowed a total of two attempts to pass the examinations within two years from the time they become eligible to write.

BYLAW XIII CODE OF ETHICS AND STANDARDS OF PRACTISE

is amended by renumbering to Bylaw XI; deleting Section 1 and substituting:

Section 1 Code of Ethics

1. The Code of Ethics is established to provide moral standards for the ethical behaviour of the profession and to provide direction to registered psychiatric nurses for ethical decision-making in registered psychiatric nursing practice.

2. The Core Values that provide the framework for this Code of Ethics are:

- Accountability
- Responsible Caring
- Integrity in Relationships
- Professional Responsibilities
- Responsibility to Society

3. Accountability

(a) Registered psychiatric nurses are responsible to promote mental health by providing individualized and holistic prevention, treatment and rehabilitation services;

(b) Registered psychiatric nurses promote confidence in all members of the health team and as such are responsible to report unethical practice.

4. Responsible Caring

(a) Registered psychiatric nurses demonstrate an active concern for the well-being of any individuals with whom they relate in a professional role;

(b) Registered psychiatric nurses demonstrate responsible caring as a holistic process;

(c) Registered psychiatric nurses respect the uniqueness and integrity of individuals

5. Integrity in Relationships

(a) Registered psychiatric nurses acknowledge and respect the dignity and autonomy of every individual;

(b) Registered psychiatric nurses ensure the confidentiality of information regarding individuals and the treatment they receive;

(c) Registered psychiatric nurses acknowledge and respect the autonomy and privacy of individuals in relationships.

6. Professional Responsibilities

(a) Registered psychiatric nurses, as professionals, are expected to maintain standards of personal conduct that reflect credit upon the profession;

(b) Registered psychiatric nurses will maintain current theoretical and clinical knowledge and will enhance that knowledge through continuing education and evidence-based practice;

(c) Registered psychiatric nurses recognize, respect and collaborate with appropriate others;

(d) Registered psychiatric nurses recognize that relationships are of a professional nature and thereby acknowledge that the professional relationship does not end upon termination of services. Therefore, registered psychiatric nurses will maintain the difference between closeness and intimacy;

(e) Registered psychiatric nurses demonstrate professional judgment and accept responsibility for their professional practice. They will demonstrate honesty and integrity to avoid situations of conflict of interest.

7. Responsibility to Society

(a) Registered psychiatric nurses are responsible to maintain public confidence and trust, and thereby act in the best interests of the public

RPN Examination Writing Dates

Jan. 31 & Feb. 1, 2002
July 4 & 5, 2002

Those interested in writing the RPN exam must register at least 21 days prior to the writing date. Call Central office, (306) 586-4617 for an information package.

Call for resolutions for the Annual Meeting

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 15, 2002.

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 2002

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) _____

RPN Liability Insurance

The RPNAS protects registered psychiatric nurses with malpractice liability insurance. The insurance covers approximately 6,000 RPNs working in the western provinces. As a member of the Association, you may be asking yourself some of the following questions:

What is malpractice liability insurance?

Professional malpractice liability insurance is designed to protect active practising members from claims which arise out of delivering their professional services.

In the case of the Registered Psychiatric Nurses Association of Saskatchewan, malpractice liability insurance is insurance against suits brought by third parties seeking compensation for injuries caused or aggravated by registered psychiatric nurses.

Is participation in the plan mandatory?

Members are required to maintain malpractice liability insurance as a condition of licensure and active practising membership.

What is the limit of liability coverage?

The coverage includes an occurrence and aggregate limit. Up to a maximum of \$2,000,000 per occurrence is allowed, subject to an annual aggregate of \$2,000,000.

Guardian Insurance Company of Canada is the policy carrier; and Miller-Homynek-Keeley Associates Ltd., Edmonton is the broker.

The statute of limitations is two years after injury for the presentation of a claim against the Association or individual member.

What is the cost to participate?

The annual cost for individual members participating in the malpractice liability insurance plan is low. For the past decade the annual cost per active practising member has been \$5.00.

What protection is provided?

The insuring agreement makes the following provisions:

1. TO PAY on behalf of the insured all sums which the insured shall be legally obligated to pay as damage, including damages for care, loss of services, because of bodily injury, sickness or disease, including death at any time resulting therefrom, sustained by any person or persons during the policy period and arising out of the rendering or failing to render professional services in the practice of the insured's profession as a psychiatric nurse, committed during the policy period.
2. TO DEFEND at its own cost in the name and on behalf of the insured any and all suits brought against the insured seeking to enforce any such claim or claims.
3. TO PAY all legal expenses taxed against the insured in any such defended suit and any interest accruing after the date of judgment upon the part of the judgement which is within the limits of the liability as expressed in the policy, and all expenses incurred by the insured for investigation, negotiation or defence of such claims and the expenses incurred by the insured for such immediate surgical or medical relief as shall be imperative at the time of any such sickness, disease or injury was sustained.

What protection is not provided?

The insuring agreement does not provide insurance against liability arising out of:

1. Bodily injury, sickness or disease, including death at any time resulting therefrom, sustained by any employee of the insured while engaged in his duties as such (this clause primarily affects members engaged in independent practice);
2. Bodily injury, sickness or disease, including death at any time resulting therefrom, caused by the insured or any of his employees in the commission of any criminal act, illegal act or while under the influence of hypnotics, intoxicants or narcotics, unless the use of the same has been prescribed by a medical doctor or dentist. This inclusion shall not apply to tranquillizers in the manner and amount prescribed by a medical doctor or dentist.
3. Faulty functioning of equipment or machines, or contravention of instructions by the patient in the operation of any machine, apparatus or other device which is controlled by the patient.

Who do I call if a suit is filed against me?

The Association and insurer must be advised immediately of possible suits brought by third parties against the Association and/or a registered psychiatric nurse.

It is also the member's responsibility to notify the Claims Department of Special Accounts Division, Guarding of Canada Tower, 181 University Avenue, Post Office Box 4096, Station 'A', Toronto, Ontario M5H 3M7, Tel: 941-5050, Fax 941-9758.

For a complete brochure, please contact the RPNAS Central Office

Professional Development Opportunities

The Link between Childhood Trauma and Mental Illness

**October 3, 2001
Delta Bessborough,
Saskatoon, SK**

Featuring
Barbara L. Everett, MSW, PhD
Chief Executive Officer
Canadian Mental Health
Association,
Ontario Division

For more information contact:
Continuing Nursing Education
(306) 966-8360

Grief and Bereavement

**November 2-3, 2001
Swift Current, SK**

Hosted by South West
Saskatchewan Traumatic
Events Response Team

Featuring Dr. Bill Webster
Executive Director
Center for the Grief Journey

For further information, call:
Sandra Fortman (306.778.1999)
Mary Renwick (306.778.5267)

World Congress for Psychiatric Nurses

May 9-11, 2002

**Executive Inn
Coquitlam, BC**

Sponsored by:
RPNAS
RPNAM
RPNAA
CRPNBC

For more information call:
Mary MacInnes
1-800-565-2505

Custody and Caring

International Conference on the Nurse's Role in the Criminal Justice System

**October 3-6, 2001
Delta Bessborough
Saskatoon, SK**

For more information, contact:
Continuing Nursing Education
(306) 966-8360

Critical Incident Stress Workshops

Sponsored by SAHO

**Basic CISD--
October 22-23, 2001**

**Advanced CISM/CISD--
October 24-25, 2001**

**Quality Hotel
Saskatoon,SK**

For more information, contact:
SAHO Educational Services
(306) 347-5528

Compassion Fatigue: Developing Personal Resilience in Helping Professionals

**November 27, 2001
Saskatoon Inn
Saskatoon, SK**

A Workshop by Dr. Anna
Baranowsky, Toronto
Traumatology Institute

For more information, contact:
PGT--Professional Training Group
1-877-821-8616

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