

# Registered Psychiatric Nurses Association of Saskatchewan

## 2009-2010 Annual Report

*Registered Psychiatric Nurses,  
Partnering With People*



**RPN**

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## Statement of Purpose of Annual Meeting

In June 1984, the RPNAS Council passed a statement focusing the purposes of the Annual Meeting. These purposes are:

1. To provide a forum for the dissemination of information from Council to the membership;
2. To provide a vehicle for the membership to give guidance to Council through adoption of resolutions/motions; and
3. To afford an opportunity for members to raise issues of concern through an "Open Forum."

The agenda for the Annual Meeting has been prepared following legislated requirements and these purposes. The call for submissions of new business via the Open Forum was published in the Spring 2009 issue of the RPNews. The guidelines for the Open Forum allow for questions and new business arising from the floor. Time limits for discussion will be at the discretion of the Chair.

## Please remember to bring your **2010 RPN License!**

Bylaw III - Meetings of the Association Section 4 - Voting

Eligibility to vote at a meeting of the association shall be determined by presentation of a current practicing membership card.

# The 2010 Annual Meeting and Education Day

June 11th

Regina Inn, Regina SK

## AGENDA

8:15 am	Registration
8:45	Welcome and introduction of guests
9:00	Guest Speaker - Amy K. Long Common Ground Approach to Negotiating Professional Boundaries
10:30	Break
10:45	Workshop continues
12:00 pm	Break
12:15	President's Awards Luncheon
1:30	Annual General Meeting Welcome and introductions Review of procedures and rules of order Questions on reports contained in annual report Review of licensing fees Installation of 2010-2011 RPNAS Council
3:00	Presidential Address
3:15	Closing and adjournment

# **Rules of Order for Annual Meetings of the Registered Psychiatric Nurses Association of Saskatchewan**

The President, or in his/her absence or at his/her request, a Chairperson shall preside over the Annual Meeting.

## **SUBJECT OF DISCUSSION**

No question of a sectarian character shall be discussed at meetings.

## **RECOGNITION**

When a member wishes to speak, he/she shall be recognized by the Chairperson, and shall give his/her name and the branch he/she represents, and shall confine his/her remarks to the question at issue.

## **CONDUCT OF MEETING PARTICIPANTS**

A member shall not interrupt another except it be to call a point of order.

If a member is called to order, he/she shall at the request of the Chairperson, take his/her seat until the question of order has been decided.

Should a member persist in unparliamentary conduct, the Chairperson will be compelled to name him/her and submit his/her conduct to the judgment of the meeting. In such cases the member whose conduct is in question should explain and then withdraw, and the meeting will determine what course to pursue in the matter.

## **MOTIONS**

All motions arising from the floor shall be written in duplicate and signed by the mover and seconder before being presented. Discussion will not commence until this process is complete.

## **DEBATE**

Members who wish to speak to a question or make a motion shall use the microphone, address the Chairperson and give their name and position.

No member may speak more than once to the same question unless all others who wish to speak have done so. If the mover of the motion speaks a second time, debate shall be closed.

Time for debate may be extended by a two-thirds (2/3) vote of the members.

When a motion to Close Debate is made, no discussion or amendment of either motion is permitted. If the majority vote that the “questions now put” the original motion has to be put without debate. If the motion to put the question is defeated, discussion will continue of the original motion.

## **CALLING THE QUESTION**

When a question is put, the Chairperson, after announcing the question, asks “Are you ready for the question?” If no member wishes to speak, the question will be put.

Questions may be decided by a show of hands, or a standing vote, but a roll call vote may be demanded by 30 per cent of the members present. In a roll call vote, each member shall be entitled to one vote.

A call for a vote on the question (“Call to Question”) requires a formal motion and approval by a two-thirds (2/3) vote of the members.

## **APPEAL**

The member may appeal the decision of the Chairperson. The Chairperson shall then put the question thus “Shall the decision of the Chair be sustained?” The question shall not be debatable, except that the Chairperson may make an explanation of his/her decision.

## **RECONSIDERATION OF A MOTION**

A motion may be reconsidered provided that the mover of the motion to reconsider voted with the majority, and notice of motion is given for consideration at the next meeting, and said notice of motion is supported by two-thirds (2/3) of the members qualified to vote.

## **AUTHORITY**

In all matters not regulated by these rules of order, Robert’s Rules of Order shall govern.

## **OBSERVERS**

Observers may, at the call of the Chairperson, be invited to comment or ask questions on a particular issue once discussion by membership has been completed.

## **CLARIFICATION REGARDING ABSTENTIONS**

The basic rule is that a motion requiring a majority vote is adopted if more members vote in favour of the motion than vote in opposition. Members who are entitled to vote but who abstain are not counted when determining a majority. In effect, they have relinquished their right to be a factor in the decision. (It is possible for example, to have 30 members in attendance at a meeting and when the votes are counted discover that there are seven votes in favour and five opposed. The motion would be adopted because a majority of those voting were in favour of the motion.)

# RPNAS Council 2009-2010

**President:** Mary K Renwick, RPN  
Swift Current



**President Elect:** Shirley Bedford, RPN  
North Battleford



## Members-at-Large:

Penni Caron, RPN  
Humbolt



Brenda Francis, RPN  
Saskatoon



Don Froese, RPN  
Saskatoon



Edmee Korsberg, RPN  
Lanigan



Marion Palidwor, RPN  
North Battleford



Tamara Quine, RPN  
Regina



Pam Watt, RPN  
Saskatoon



**Public Rep:**  
Tyler LeCouffe  
Regina

Picture Not  
Available

## RPNAS Staff

Executive Director  
Robert Allen, RPN



Registrar  
Candace Alston, RPN



Office Manager  
Shayna Murray



Office Assistant  
Carla Needham  
Karen Zarowny

Pictures Not  
Available



# President's Report



The last year has gone very quickly. Becoming involved in the RPNAS council and sitting as president has been a very interesting endeavor for me. I am in awe of the dedication and hard work RPNs do throughout our organization, often from behind the scenes. It is because of this hard work and dedication that we are able to look ahead to graduates of the first class of the new psychiatric nurse program from SIAST. Yet, even with the new graduates, Saskatchewan will experience a shortage of registered psychiatric nurses. Though mental health needs are increasingly evident, mental health literacy continues deficient. RPNs exist because of a need to have workers who specialize in the area of mental health and developmental needs. This need continues.

Part of the mandate of the RPNAS is to ensure adequate services for individuals with mental health or developmental and cognitive challenges. To this end the council has identified the creation of a Registered Psychiatric Nurse Practitioner as a priority. The Registered Psychiatric Nurses White Paper (available on the RPNAS website) clearly outlines the need for change and identifies the RPNP as an affordable addition to the mental health work force. A council committee has been created to ensure that momentum for this initiative continues. Karl Mack chairs the committee. In January we met with the minister of health, Don McMorris, and as a result of this meeting he has appointed Lynn Digney Davis, Chief Nursing Officer for the Ministry of Health, to the committee. We understand that our government faces financial restraints. However, as RPNs, we know money spent on mental health care is money well spent. *"Every \$1 spent saves \$7 in further health costs and \$30 in lost productivity"* (Ontario Ministry of Health, 2009). Other agenda items discussed at this meeting included the need to increase the seats for psychiatric nurses at SIAST from 30 to 60, the call for a psychiatric nursing degree in this province, a request for RPNAS to be a member of the Mental Health Strategy for Saskatchewan, and a request to address legislative changes that affect areas of practice for RPNs.

Over the last year I was able to attend the Canadian Federation of Mental Health Nurses Conference in Halifax. This conference highlighted the work that nurses from across Canada do in the field of mental health. In October I went to the Champions for Mental Illness banquet in Ottawa. The Canadian Alliance on Mental Illness and Mental Health is an alliance of mental health services consumers, families, health care and social service providers, professional groups as well as research organizations. The purpose of this alliance is to raise awareness of mental illness and work towards destigmatization nationally. As a member of Registered Psychiatric Nurses of Canada, RPNAS is also a member of this group. The Mental Health Commission held a conference in Vancouver highlighting new mental health strategies. Some council members attended this in December. The Mental Health Commission's purpose is to help bring about an integrated mental health system nationally. Finally, in March, some council members and I attended the 5th World Congress for Psychiatric Nurses in Vancouver. The next one is in Winnipeg in 2013. If you have an opportunity to go, it is well worth attending and amazing to learn about what psychiatric nurses are doing globally.

Congratulations to Carleen Desautels for coming up with our new slogan *"Registered Psychiatric Nurses, Partnering with People"*. Council felt this put in a nutshell what RPNs do. In the past year council members and staff partnered with the North Battleford Branch by writing letters and joining a rally to highlight the need to build a new Provincial Rehabilitative Hospital as the nearly-century-old one is inadequate and unfit for anyone. Unfortunately, the latest word is that resources are lacking and the project is yet again put on hold. However, we need to continue to advocate ensuring that resources facilitate the dignity and health of mental health clients throughout the continuum of care.

Kyla Avis, from the Health Quality Council and lead on “Releasing Time to Care” (RTC), made a presentation to council and requested an endorsement of this initiative. Council did forward support but with qualifications. RPNAS Council can see many advantages to RTC. We wholeheartedly support initiatives that develop more reliable, safe, and efficient patient care; strengthen staff well-being and morale; and improve both patient and staff experiences. However, we expressed concern that psychosocial needs may be compromised for the sake of “efficiency”, that RTC should not sacrifice therapeutic relationships in mental health environments and that it should not be used to manage human resource issues.

In January we met with SUN staff to discuss the needs of RPNAS members. SUN is a strong voice for many of the nurses in this province and many RPNs belong to SUN. As a distinct profession in the “family” of nurses, addressing the needs of mental health and developmental or cognitively challenged individuals and families is a priority for RPNs. For too long the needs of individuals with mental health and developmental challenges and our profession have not been considered a priority in health care. The time to change this mind set is now. SUN wants to work with RPNs so, as individual members, we must continue to use the processes available to advocate for the needs of our profession which ultimately help the individuals and families we work with. SUN has also sent a letter of support for the RPNP initiative. It is through partnering with others that we can change the way things have “always been done”.

RPNAS council has decided to make strategic planning a part of its annual planning cycle, holding its third such meeting in February. The strategic plan is meant to give council an opportunity to reflect and shape the direction of our organization. This year council identified a new end “Promoting a distinct and vibrant professional identity”. RPNAS is an organization that is intricately connected with its members, so part of the process includes listening to member concerns, thoughts and ideas. We want to continue to meet with branches to hear from members about how they see the association now and in the future. I know that I am biased but I believe we have the best profession. Every day I am given the opportunity to partner with individuals who show me immeasurable resilience and strength, hope and recovery. We need to protect what we have, not for ourselves but for the many people who don’t feel they have a voice on their own. I look forward to working with our membership, council, Bob Allen and the excellent staff in our office over the next year to ensure a strong future.

Respectfully submitted,

Mary K Renwick, RPN





## Executive Director's Report

While preparing for the report I reflected on the ends that have been established for the association, and the difficulties involved in achieving them. I think it is fair to say that an increase in awareness of mental illness is occurring, but an increased awareness of our profession and what we do has been more challenging.

RPNs provide excellent care and have a patient centered wholistic approach to care. They work in diverse and challenging environments and don't often seek praise or recognition. The establishment of awards of recognition serves to raise the profile of members and we must endeavor to highlight these achievements.

Council established a new End this year and this will provide the impetus to do more communicating about our identity, accomplishments and professional pride.

As we begin another year there have been significant accomplishments. RPNs are now officially regulated in the Yukon, a Masters Degree in Psychiatric Nursing has been approved at the University of Brandon and the first class will be graduating from the diploma RPN program at SIAST.

In hard economic times mental health is never a high priority in public policy and is often the first area to be passed by as budgets are developed. We will continue to advocate for improved mental health services and remain hopeful that things will improve.

Thank you to all members who served as volunteers on Council, on committees and in communities. You are what make our organization succeed.

The following is a report on the work toward the established ends of the association over the past year.

### **E1 The vision of the RPNAS is:**

**The distinct profession of Psychiatric Nursing is a valued partner in the continuum of health care with competent members who promote and support mental health, hope and recovery.**

The first class from the new Psychiatric Nursing Program at SIAST will graduate in December. We look forward to welcoming new graduate members to the association for the first time in seven years. Our membership declined significantly this past year and we currently have 854 members. CIHI reports that RPNs are the oldest nursing group which means we will have more members reaching retirement age sooner than the other nursing professions.

The association continues to support the development of a degree program in Psychiatric Nursing.

The Masters program in Psychiatric Nursing has been approved at Brandon University. This is an exciting development for the profession.

RPNAS is a member of the Mental Health Coalition in Saskatchewan and, as such, continues to collaborate and contribute to the activities. The focus is on advocacy and the promotion of improvements in the delivery of care and services to those living with mental illness as well as the prevention of mental illness. Our members are active throughout the province in staff and management roles, contributing to the dialogue and developments at all levels of community.

We are pleased to have Tyler LeCouffe of Regina on our Council and appreciate his valuable input on behalf of the public. Jayne Whyte continues her valuable role as public representative on the Professional Conduct Committee.

RPNAS is a partner in the Collaborative Project with the SRNA and SALPN and is encouraged by the spirit of collaboration that exists. Workshops are being presented throughout the province.

## **E2 Competent Registered Psychiatric Nurses and Graduate Psychiatric Nurses.**

### **1. Education Programs in place that ensure graduates meet beginning practitioner competencies.**

The new education program is currently undergoing a formative evaluation program and a cumulative evaluation will be completed in 2011.

### **2. RPNs have opportunities for career advancement.**

The new diploma program will articulate to a degree in Psychiatric Nursing using distance education and other options that are increasingly available.

The RPNAS was also a member of a consortium of colleges and universities addressing the development of a Masters program in Psychiatric Nursing. That program has been approved.

#### **2.1 Mobility.**

The RPNAS has an endorsement agreement with the other western provinces and is involved in processes with the Yukon, NWT and Nunavut to ensure the ability of RPNs to work in those locations. Yukon regulations have now been approved by the government there.

The Registrar's office continues to work corroboratively with the other provinces to ensure consistency and thoroughness of screening and approval of reciprocal and foreign graduates. The endorsement agreement between Saskatchewan and the other western provinces has been updated and approved.

Work continues to address the mobility issue in terms of eastern Canada. Further meetings are planned to address the trade agreement issues with the stakeholders.

### **3. Awarding of Bursaries and Scholarships by the Association.**

This continues to be an important way to further this end. Provincial government bursaries reflect confidence in our profession and the need for RPNs.

The continued collaboration at a national level through RPNC (Registered Psychiatric Nurses of Canada) furthers our goals of improved adherence to National Standards and Processes. The revised national code of ethics and standards is now approved.

A national scholarship has been established through the Psychiatric Nurses Foundation in Manitoba in honor of respected educator John Crawford. The scholarship is for post graduate and Doctoral studies.

#### 4. Internationally Registered Psychiatric Nurses (RPNs).

There is a major focus on internationally educated professionals and the RPNAS is fully involved in the IEN meetings at a provincial and national level. The Registrar of the association is the most extensively involved and RPNs are providing expertise and working with various committees to ensure that the professional standards and requirements for registration are upheld.

### **E3 Public Policy that promotes and supports optimal mental health**

RPNAS continued to be a participant in the following:

- Saskatchewan Mental Health Coalition
- CMHA
- NIRO
- Provincial Nursing Council
- NEPS Advisory Committee
- Psychiatric Nursing Program Advisory Committee
- University of Regina Senate
- University of Saskatchewan Senate
- Registered Psychiatric Nurses of Canada
- SRNA, SALPN, RPNAS collaborative working group
- Senior Nursing Leadership Forum
- Saskatchewan Institute of Health Leadership – University of Regina
- CAMIMH
- Nursing Education Strategy for Saskatchewan.

The Executive has represented RPNAS at annual meetings of the other regulatory bodies as well as SUN, CMHA, SAHO and several nonprofit and not for profit organizations.

At a national level the Executive Director represents RPNC on the Board of CAMIMH. British Columbia hosted the 2010 World Congress for Psychiatric Nurses. Most of the Council attended. RPNAS meets quarterly with the other Provincial Executive Directors.

### **E4 Psychiatric Nursing is a self regulated profession**

As a unique profession within the discipline of nursing, the Registered Psychiatric Nurses Association of Saskatchewan continued to work collaboratively with the SRNA, SALPN and the provincial government to further the development of collaborative nursing practice. In the interest of patient safety and quality work environments, the individual professions have a responsibility to promote teamwork and interdisciplinary collaboration.

The Continuing Professional Development process is regularly reviewed by the Education Committee. The portfolio system that was developed and information about it is available on the website or by contacting the Registrar. This has many individual benefits and can benefit the profession as a whole. Audits are conducted on a portion of members each year by the education committee.

There are currently four cases under review by the Professional Conduct Committee. There were no Discipline Hearings held in the 2009-2010 year.

Public representation exists on the Disciplinary and Professional Conduct Committees, as well as on the Council.

The RPNAS bylaws underwent a complete revision in 2009-2010 and a new code of ethics and standards were approved.

Council added a new END this year which will add clarity and direction to the activities of the Association.

In addition, the Council established a new vision and a contest among the membership established a new slogan, *Registered Psychiatric Nurses, Partnering with People*.

Council established a Registered Psychiatric Nurse Practitioner committee to address the development of a new category of practice. This committee has now been expanded to include representatives from the Ministry of Health, SRNA and CPSS.

The RPNAS White Paper was released and the President and others met with the Minister of Health.

## **E5 Mental Health is a valued and integral part of the Health System**

The quality of mental health services the public receives is affected by the qualifications of those delivering the services. RPNs, Psychologists and Psychiatrists are the three professionals with the preparation required to deliver adequate mental health care. RPNs are the largest group of mental health providers in western Canada.

RPNC continues to have an active voice in CAMIMH (Canadian Alliance for Mental Illness and Mental Health) to provide our voice on the issues at a national level and collaborate with other stakeholders.

There is a recognition that most professions are in need of increased education and competencies in the area of mental illness and mental health. There is a role for RPNs in the education of others as part of our professional responsibilities.

Development of concepts such as Shared Care and the inclusion of RPNs in Primary Health Teams would further the improvement of this end. Mental health clients must receive adequate and appropriate physical care. The role of the Psychiatric Nurse Practitioner is now a focus of our evolving roles and scope.

The supply of RPNs will be insufficient to meet demand. Education programs continue to be a top priority. RPNAS is very pleased with the establishment of a diploma program in Psychiatric Nursing at SIAST, which articulates to a degree. We will continue to promote the development of a degree in Psychiatric Nursing for Saskatchewan as well as an increase in seats in the current program.

A significant recent development has been the establishment of the Mental Health Commission. As a member of RPNC and the CAMIMH, the RPNAS will continue to play a role in consultations and work with the Commission. There are RPNs on various committees established by the Commission and we will advocate on behalf of our owners and stakeholders in a variety of roles.

## **E6 The End “Promotion of Public Knowledge and Awareness of Mental Health Literacy” is interpreted to include, but not limited to:**

- 1. Comprehension of mental health as not merely the absence of mental illness;**
- 2. Human service providers and members of the public have an understanding of mental health literacy;**

### **3. Destigmatization; and**

### **4. Recovery.**

**\* We have defined mental health literacy as the knowledge and skills that enable people to access, understand and apply information for mental health. (CAMIMH)**

RPNC has been active at a national level in influencing the direction and development of a national plan to address mental health and mental illness. Much remains to be done. The creation of a Mental Health Commission is a major step and we look forward to doing our share to improve the health status of the people of Saskatchewan and all Canadians.

If there is one area where actions can have the most effect in promoting mental health it is the destruction of the stigma surrounding mental illness. The costs and effects of stigma are being recognized as significant from an economic as well as human perspective.

World Mental Health Day is sponsored and celebrated from the office of RPNAS annually. Mental Illness Awareness Week is held in October every year. Visit Mental Illness Awareness Week at [www.miaaw.ca](http://www.miaaw.ca).

RPNAS contributes to awareness through association and partnership with other organizations and by activities such as public presentations, education sessions, research and publications. Branches are encouraged to get involved and all the information including posters is available on the website.

#### **E7 The End “Promoting a Distinct and Vibrant Professional Identity” is interpreted to include, but not limited to:**

1. Engaging membership
  - 1.1 Networking
2. Celebrating professional pride
  - 2.1 Sharing accomplishments`
  - 2.2 Acknowledging successes
  - 2.3 Role modelling professional pride
3. Maintaining and developing internal and external communication and marketing strategies

This new End was developed by Council at the February 2010 Council meeting and will be incorporated into the activities of the organization.

# REGISTRAR'S REPORT

Our organization exists to ensure that the citizens of Saskatchewan receive optimum mental health services provided by safe and competent practitioners. In order to fulfill this mandate our members are required to comply with legislation, standards of practice, and registration processes. I would like to express my gratitude to Shayna for all her hard work and her commitment throughout the year, but particularly during License Renewal. She always does a fabulous job of processing the membership data, putting together the graphs presented later in this report and working with CIHI to maintain our data base to accurately reflect the profession of Psychiatric Nursing in Canada.



At this time I would like to outline my areas of responsibility and activities I have undertaken during the year.

## **Clinical Practice Consultant**

In this role my responsibilities include collaborating with employers and members to assist them to define the RPN role as it relates to our competencies. Currently the Ministry of Health is working with RPNAS, SALPN and the SRNA to produce a document for use by Special Care Home operators to help them understand their responsibilities. This initiative will have implications for our members.

## **Privacy Officer**

In this capacity my responsibilities are to insure that our organization is in compliance with privacy legislation and answer member inquiries regarding the Health Information Protection Act.

## **Internal Committees**

### **Education Committee**

As Registrar, I provide staff support to this committee. I fulfill this responsibility by organizing an annual review of CPD audits and following up on any committee recommendations, review scholarships and bursaries annually and make recommendations to Council regarding changes as required.

### **Education Approval Committee**

This committee is an Executive Director committee that provides guidelines for the review of all psychiatric nursing programs within the province. We have received the documents requested from SIAST to conduct our first formative review of the program and have recommended that the Executive Director hire an external evaluator to conduct the process.

### **Nominations Committee**

This committee seeks RPNs to allow their names to stand for RPNAS Council and oversees the election process. This year no election will be held. In future, I would encourage our members to run for Council as a way of getting involved in the affairs of the Association.

### **RPNP Committee**

This is a Council committee that exists to further the initiative of a Registered Psychiatric Nurse Practitioner from its inception to fruition.



## **External Committees**

### **Network of Inter-Provincial Regulatory Organizations (NIRO)**

This committee meets four times annually to discuss issues common to all and participate in an educational opportunity that furthers the goals of the committee. Membership includes provincial self regulatory organizations. This year the focus of this group was to assist the Ministry of Health to draft legislation in regards to pandemic planning.

### **Mental Health Coalition**

This is an interprovincial committee including over 30 agencies who meets quarterly to discuss the needs of mental health consumers and their families. Since this group principally consists of Community Based Organizations it can lobby government for changes that they feel are necessary to allow their consumer members an improved quality of life.

### **Internationally Trained Health Professionals Advisory Committee**

This committee is made up of representation from unions, employers, educators, regulatory bodies and settlement agencies. Its function is to recommend the integration of programs to assist the internationally trained health professional meet the standards required to licence in their field of practice in Saskatchewan. This is a federally funded initiative which dovetails with several other projects throughout the country.

### **Orientation to Nursing in Canada for Internationally Educated Nurses**

#### **Program Advisory Committee - SIAST**

#### **Psychiatric Nurse Re-entry Program Advisory Committee - SIAST**

These committees meet annually to provide a link between SIAST and the various sectors that they serve. They provide advice and guidance to assist in determining program quality, relevance and currency.

## **National Committees**

### **Canadian Institute of Health Information**

Our organization, along with our interprovincial colleagues, continue to assist this group to ensure that the information gathered about our profession is accurate and complete.

### **National Nursing Assessment Service**

This is a federally funded project which is in the process of examining the current processes for assessing Internationally Educated Nurses and harmonizing them where it is possible to do so.

### **Registered Psychiatric Nurses of Canada**

The interprovincial working group, a group consisting of the Registrars and Deputy Registrars meets quarterly in conjunction with the meeting held by the Executive Directors group. One of projects, the National Code of Ethics and Standards of Practice Documents was released at World Congress. Currently we are working together to review of our processes for licensing Internationally Educated Nurses. As well, we are doing some work on the National Exam.

Respectfully submitted,

Candace Alston RPN  
Registrar

# Membership Statistical Reports

The following pages of tables outline the statistical membership information collected this year, as well as comparisons to previous years.

## Notes to Statistical Charts

### **Figure 1                                      5 Year Comparison of Active Members**

This table compares the number of active members from 2006 to March 31, 2010. As of March 31, 2010 there were also 76 Non-Active members. It is important to note that 2006-2009 are calendar years and 2010 counts end at March 31 (at March 31, 2009 this number was 875)

### **Figure 2                                      March 31, 2010 Active Members by Age and Gender**

As the graph indicates, the age group with the highest number of members (19%) is 46-50. It is also interesting to note that 15% of RPNAS Active membership is male.

### **Figures 3 a, b and c                      Members by Branch**

These tables show the number of members (Active and Non-Active) by Branch for 2008, 2009 and as of March 31, 2010. The distribution of members has remained quite consistent over the years.

### **Figures 4 a and b                      New Registrations**

These graphs compare the number of new registrations over the past four years, breaking down those numbers into new registrations by Examination and by Endorsement. Graph 4(b) further breaks down the new members that came to our province via reciprocity. Three of those members were RPNs that were previously registered in another province and ten were students that had just completed their education and had written their exams in the province that they received their training.

### **Figure 5                                      Out Migration**

This table shows the number of RPNs leaving our province and seeking registration in Alberta, Manitoba or British Columbia.

### **Figures 6 a and b                      Members by Primary Employing Agency**

The primary employing agencies of members has changed very little since the previous year with the three main agencies employing RPNs being Hospitals, Personal/Long Term Care and Community Mental Health.

### **Figures 7 a, b, c, d and e              Members by Primary Practice Area**

You will note very little change in the primary practice area from 2009 to 2010. Primary practice areas are divided into four groups, Direct Care, Administration, Education and Research. Those groups are then broken down into more specific responsibilities and shown in Figures 7 c, d and e.

### **Figures 8 a and b                      Members by Primary Position**

Figures 8 a and b show members by primary position.

### **Figures 9 a, b and c                      Post Basic Education (Highest Level)**

These graphs illustrate the highest level of Post Basic Education that RPNAS members, both active and non-active, have obtained beyond their initial psychiatric nursing education. The graphs clearly indicate that RPNs have a significant interest in continuing education.

## 5 Year Comparison of Active Members

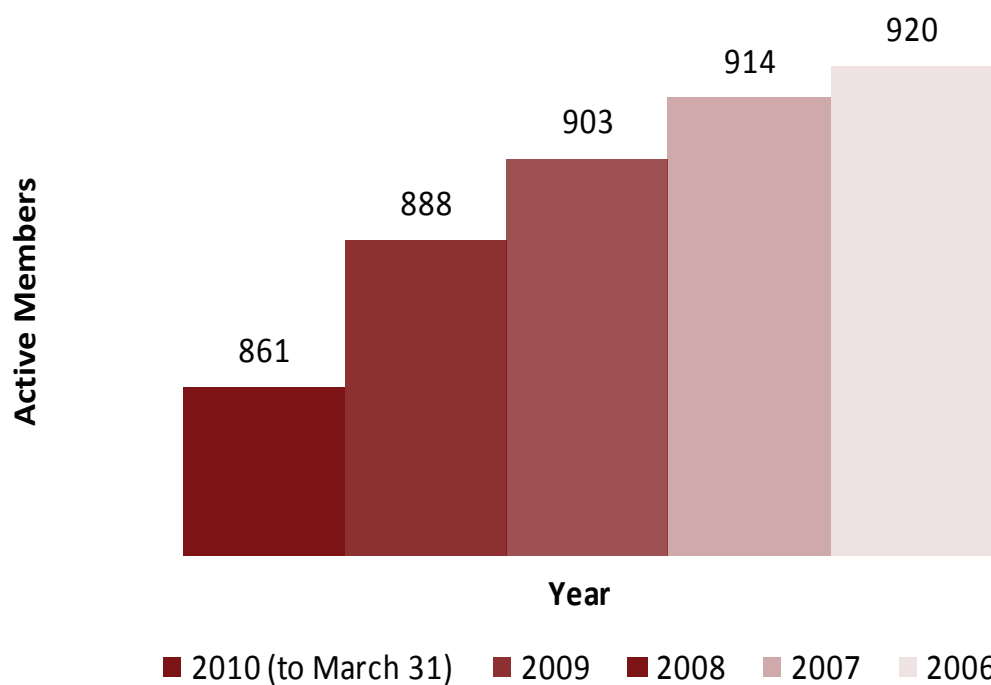


Figure 1

## March 31, 2010 Active Members by Age and Gender

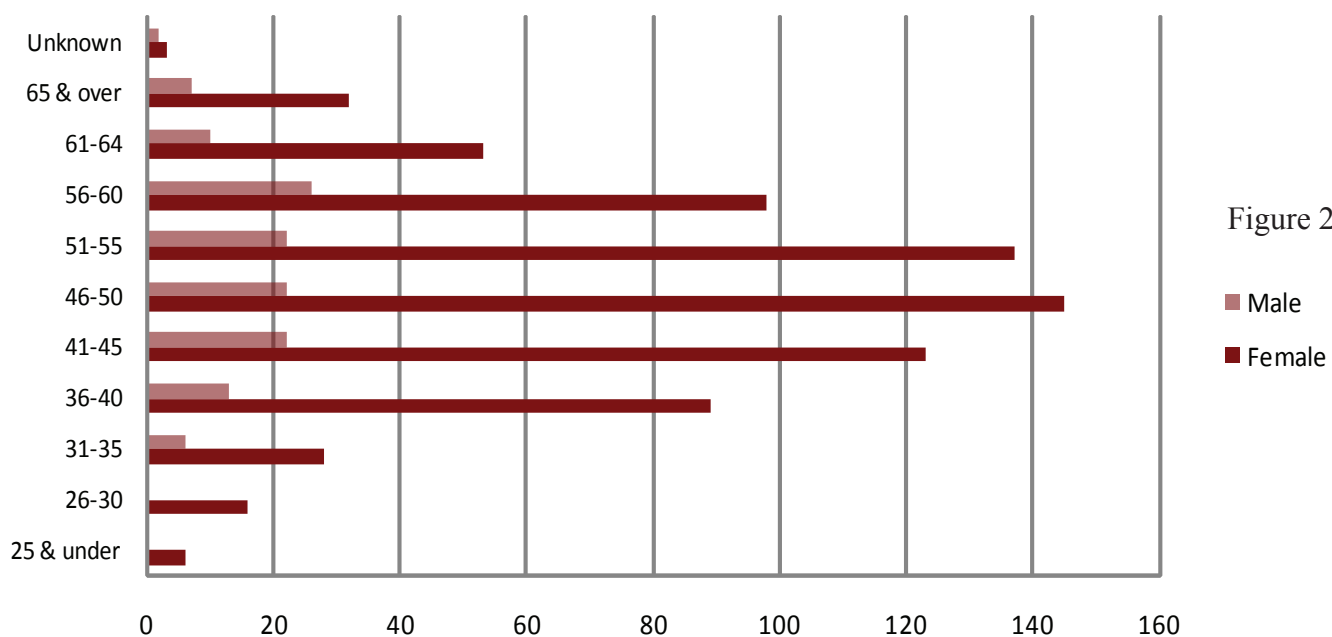


Figure 2

Figure 3 (a)

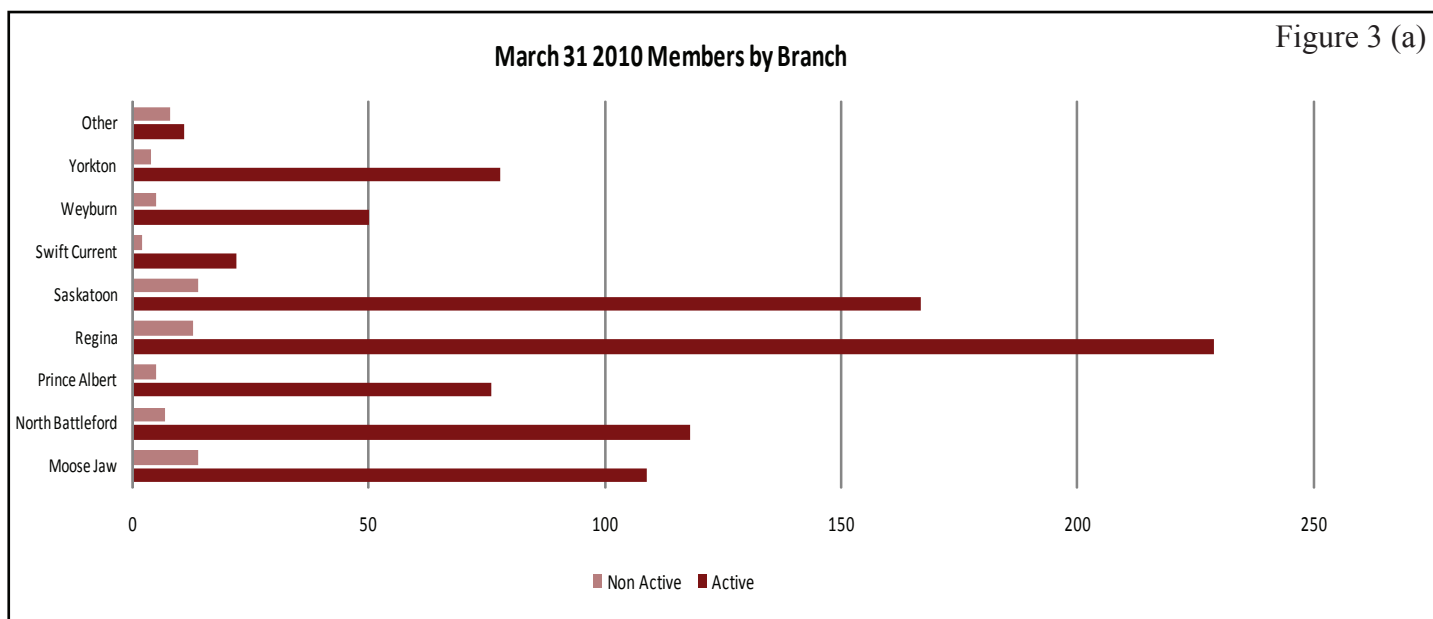


Figure 3 (b)

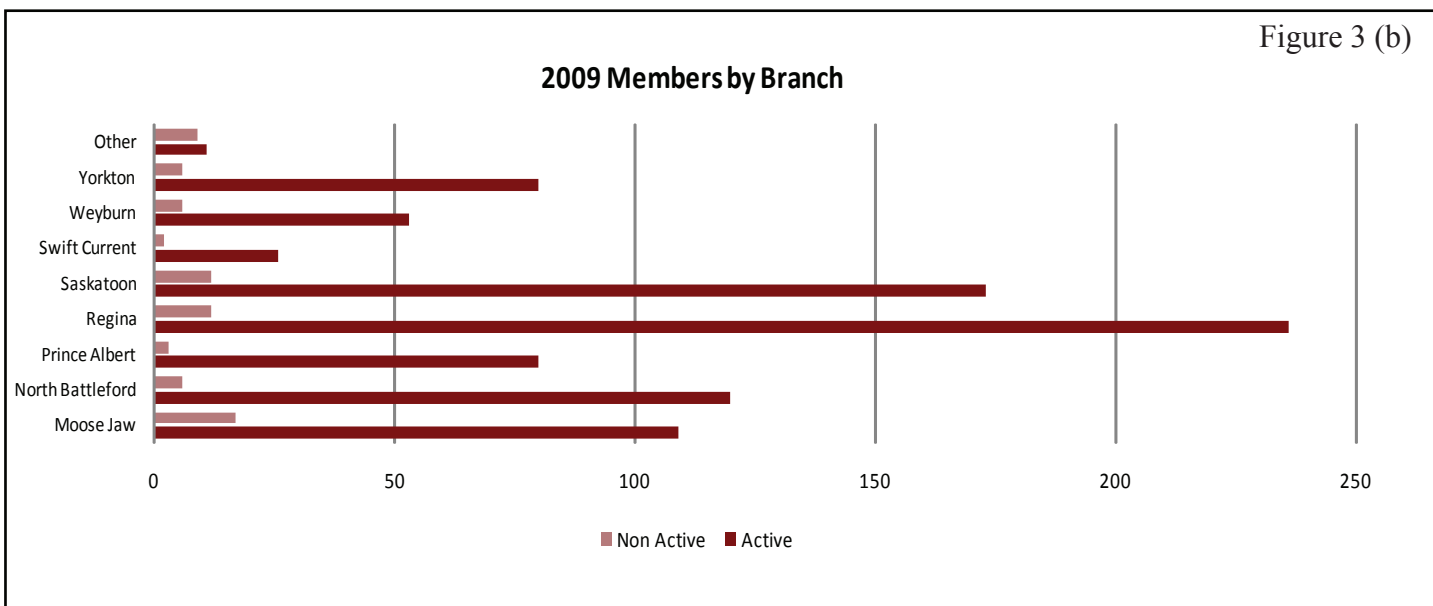
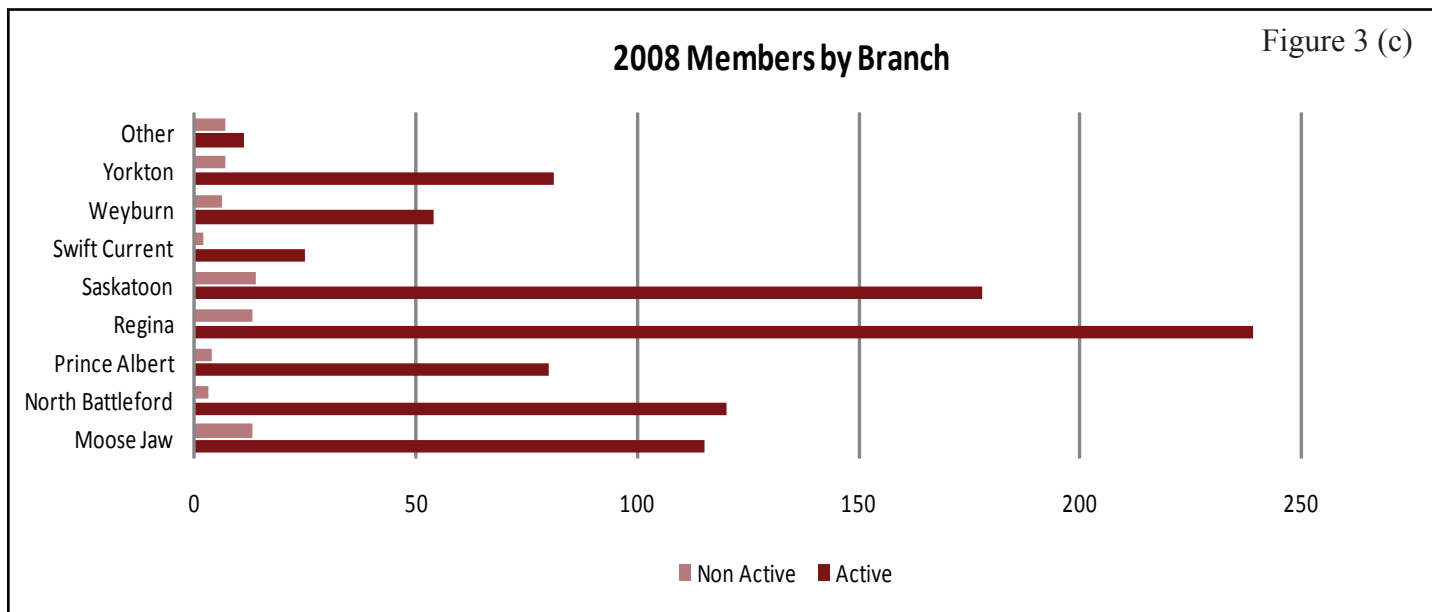


Figure 3 (c)



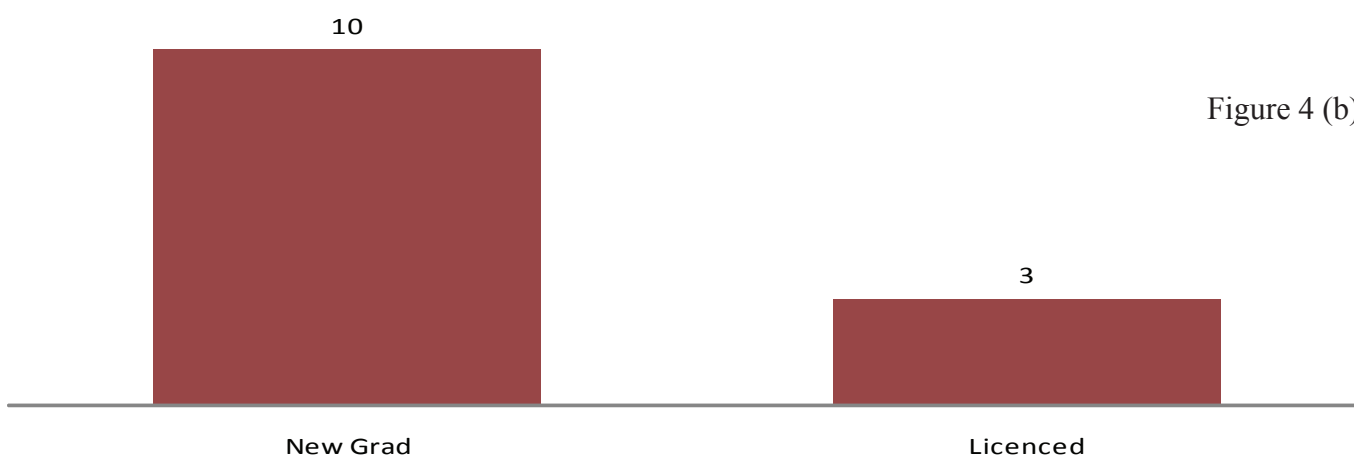
## New Registrations

Figure 4 (a)



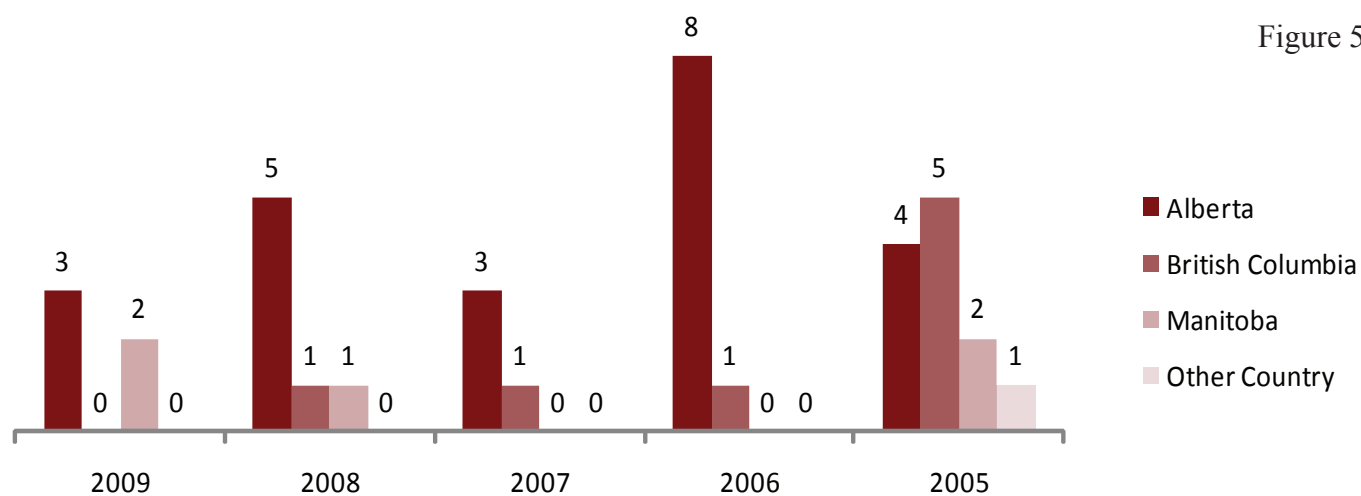
## Endorsement Breakdown

Figure 4 (b)



## Out Migration (Calendar Year)

Figure 5



### March 31, 2010 Members by Primary Employing Agency

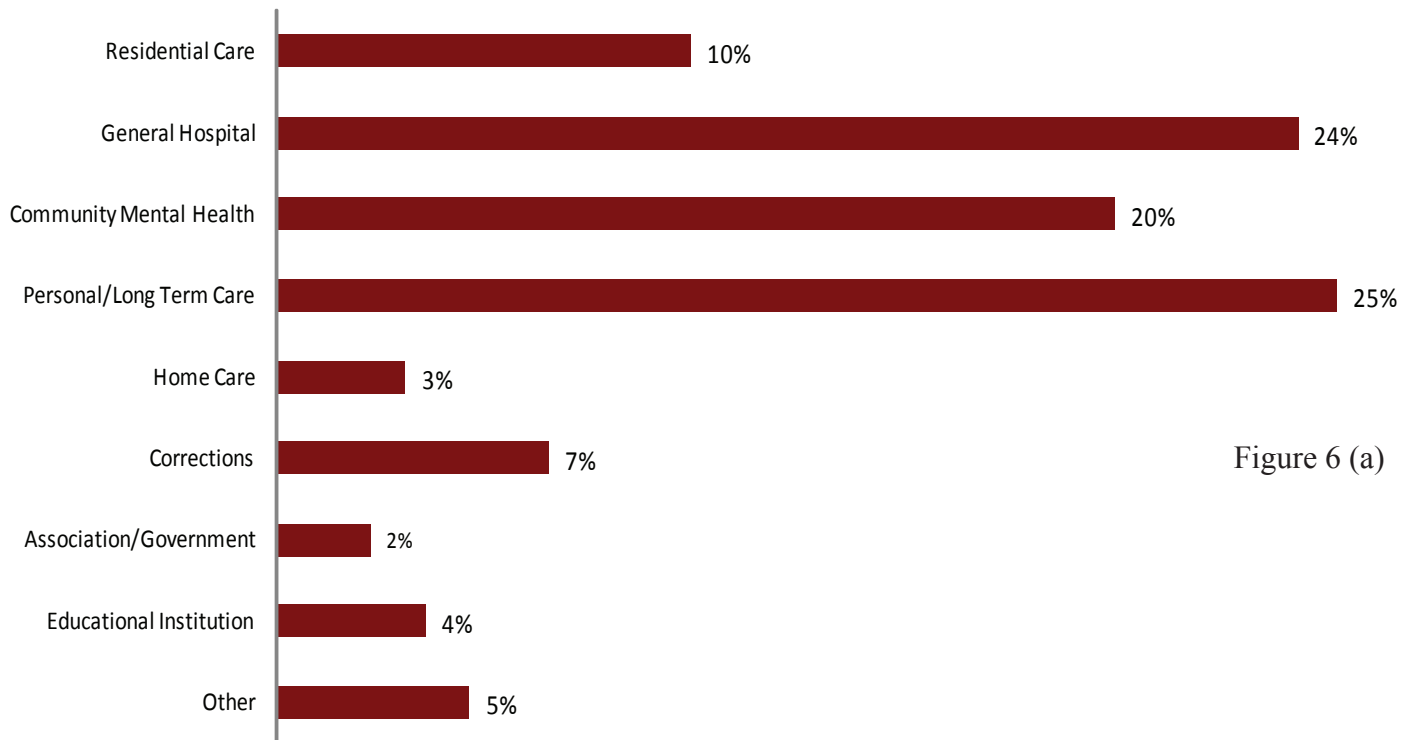


Figure 6 (a)

### 2009 Members by Primary Employing Agency

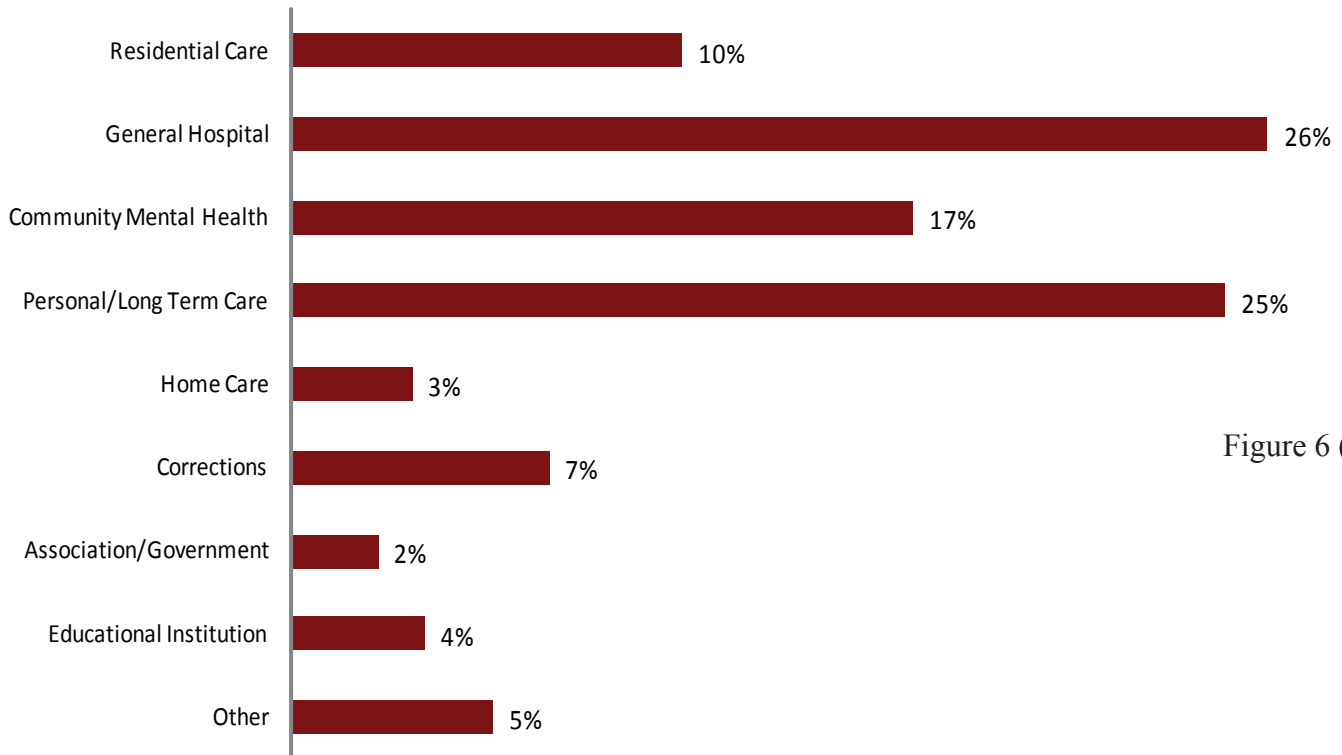


Figure 6 (b)



## March 31, 2010 Members by Primary Practice Area

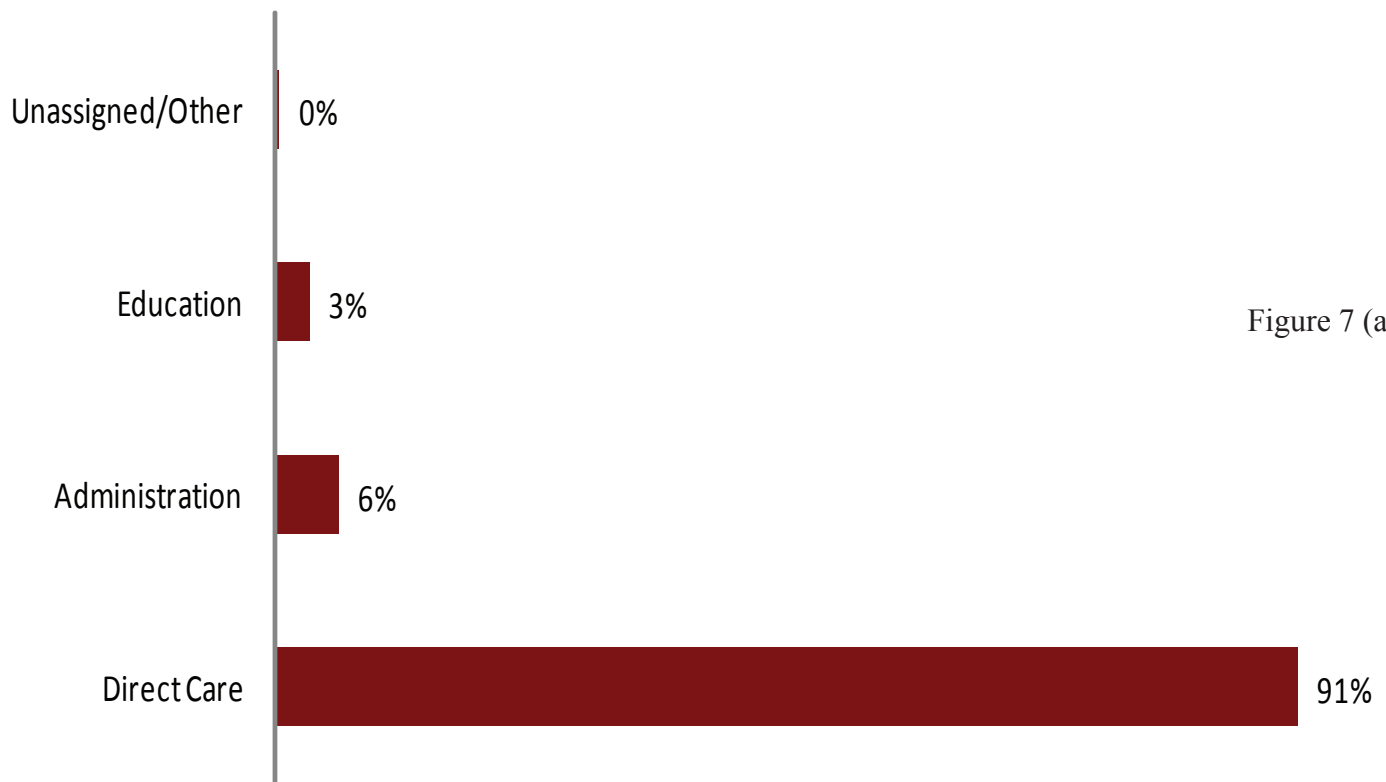


Figure 7 (a)

## 2009 Members by Primary Practice Area

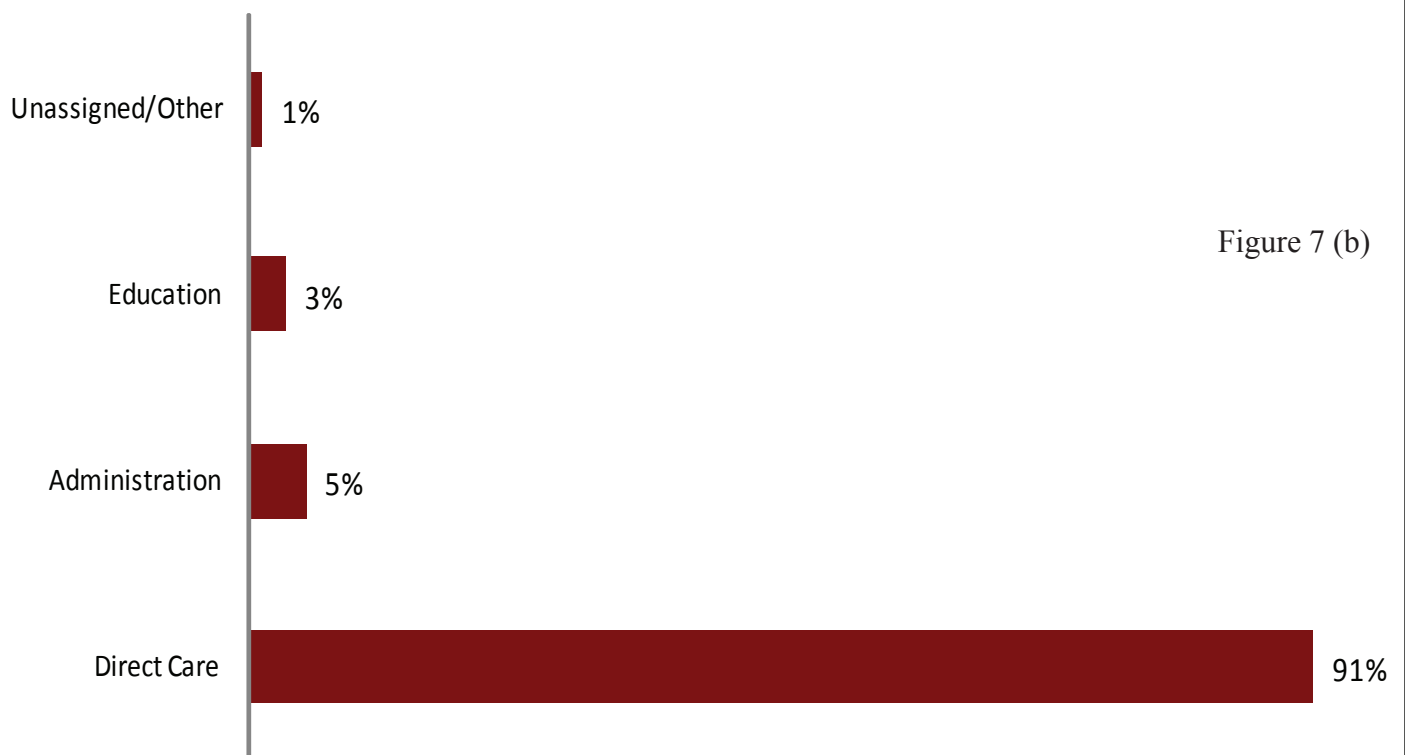
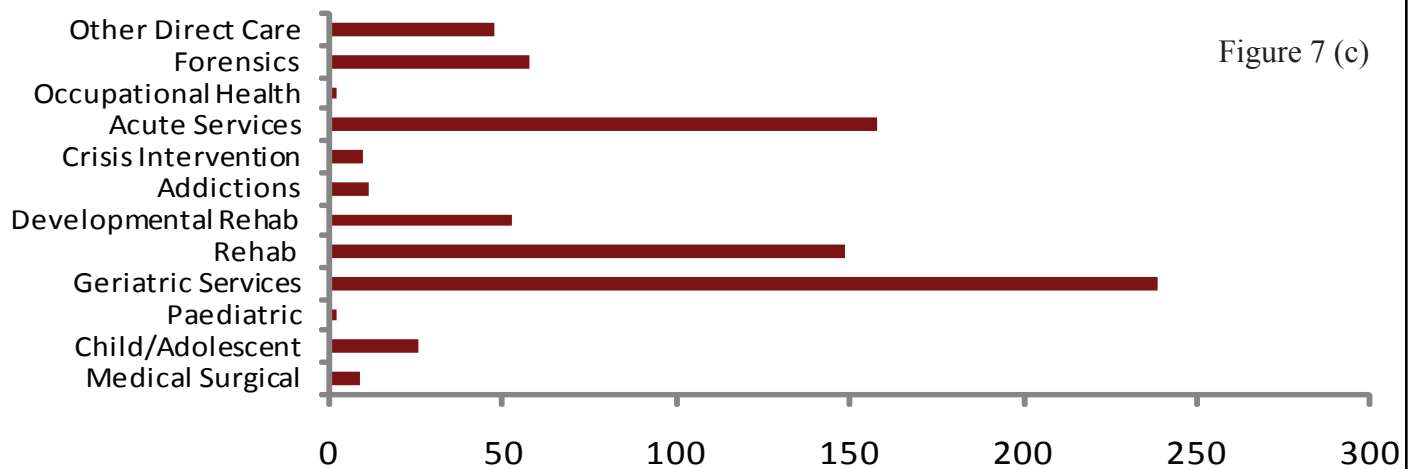
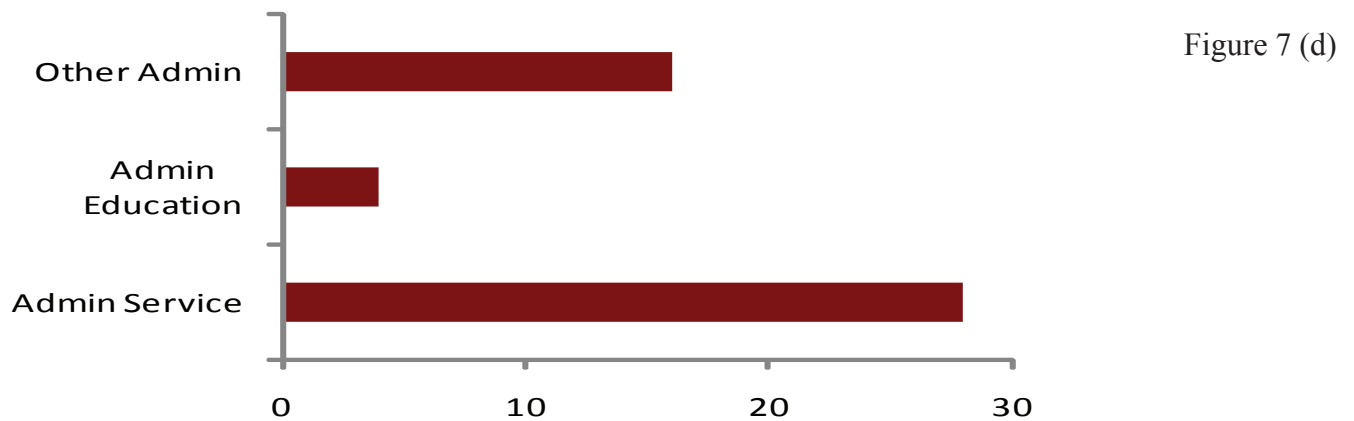


Figure 7 (b)

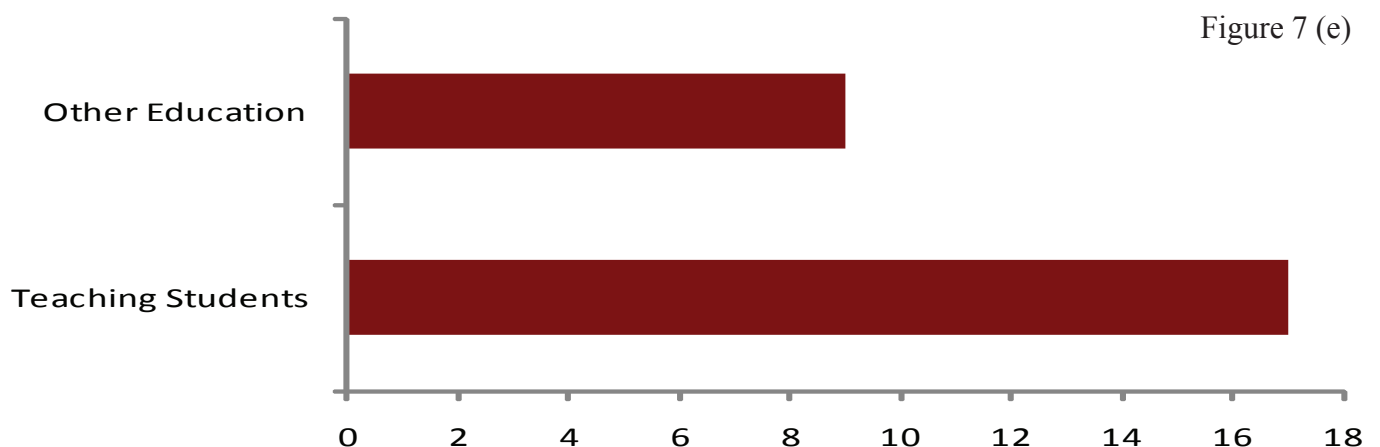
## Direct Care



## Administration



## Education



## March 31, 2010 Members by Primary Position

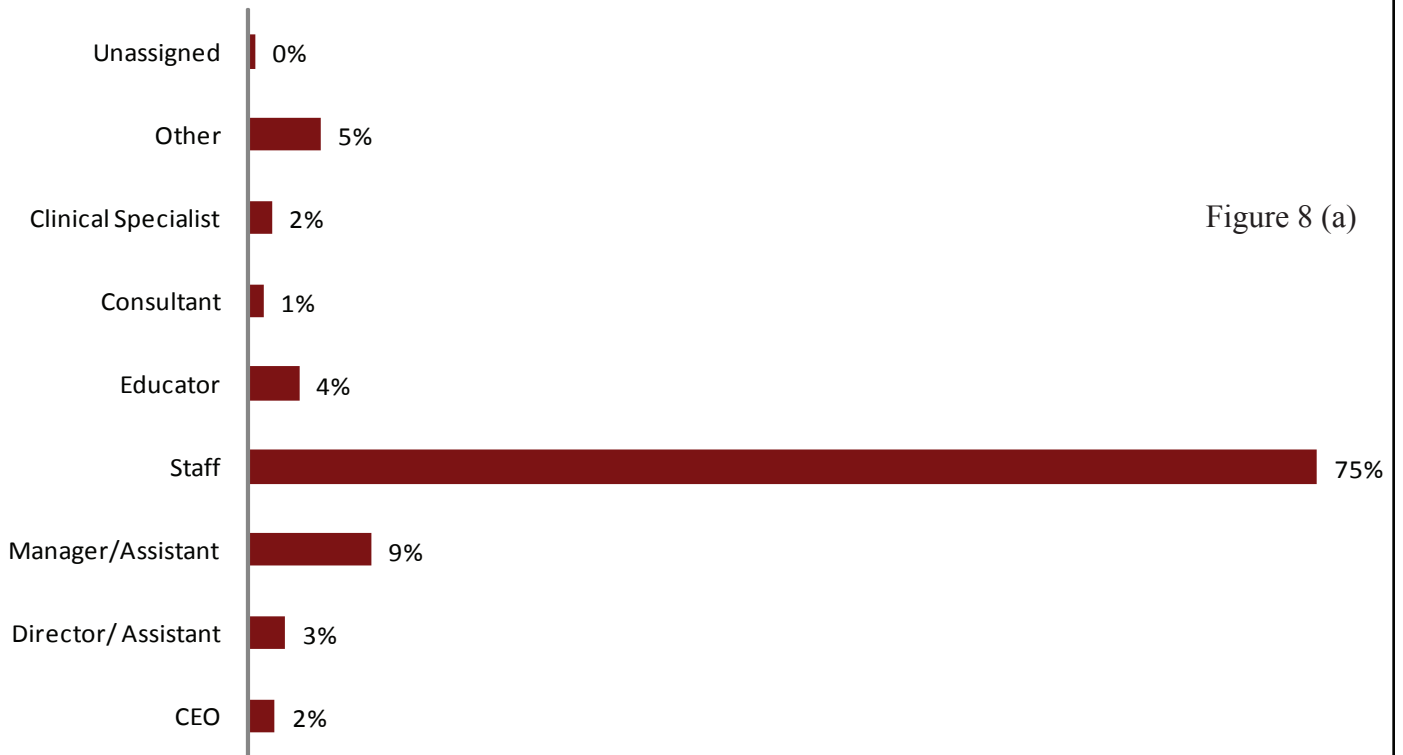


Figure 8 (a)

## 2009 Members by Primary Position

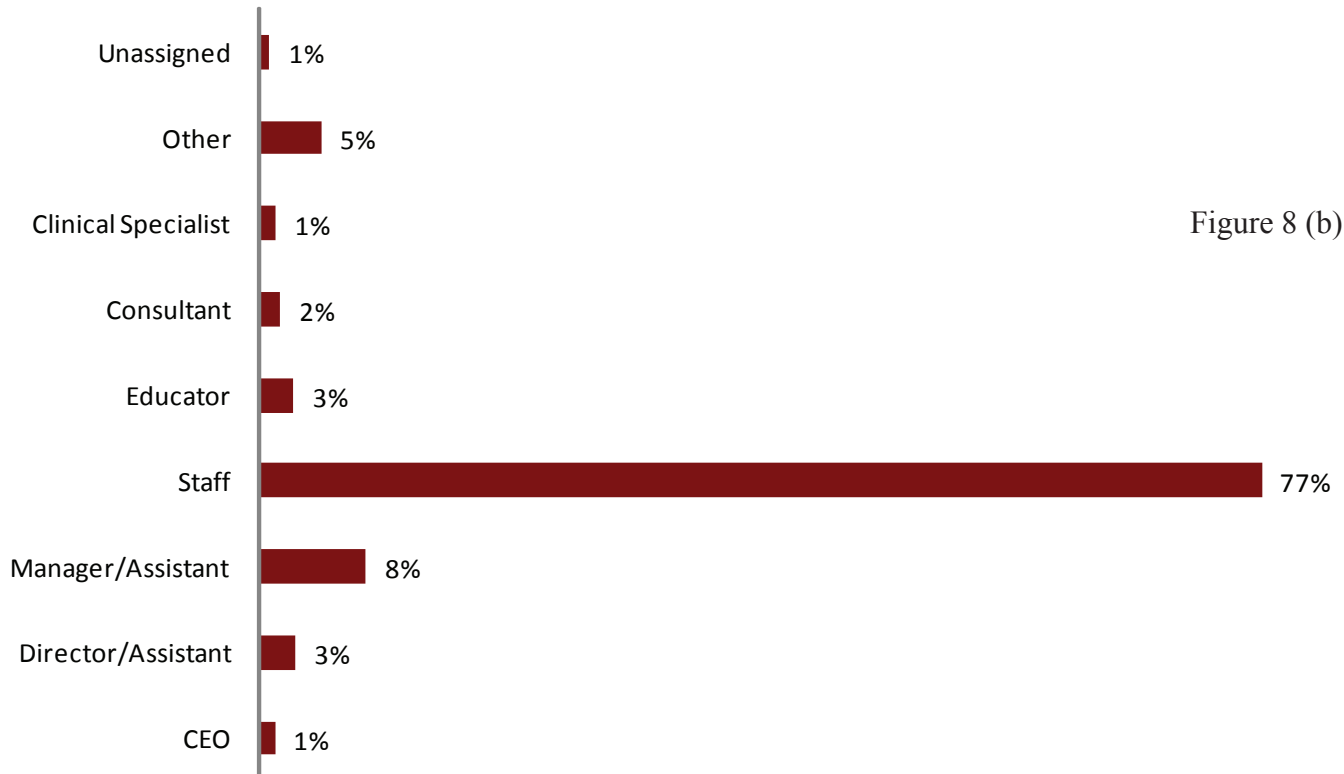
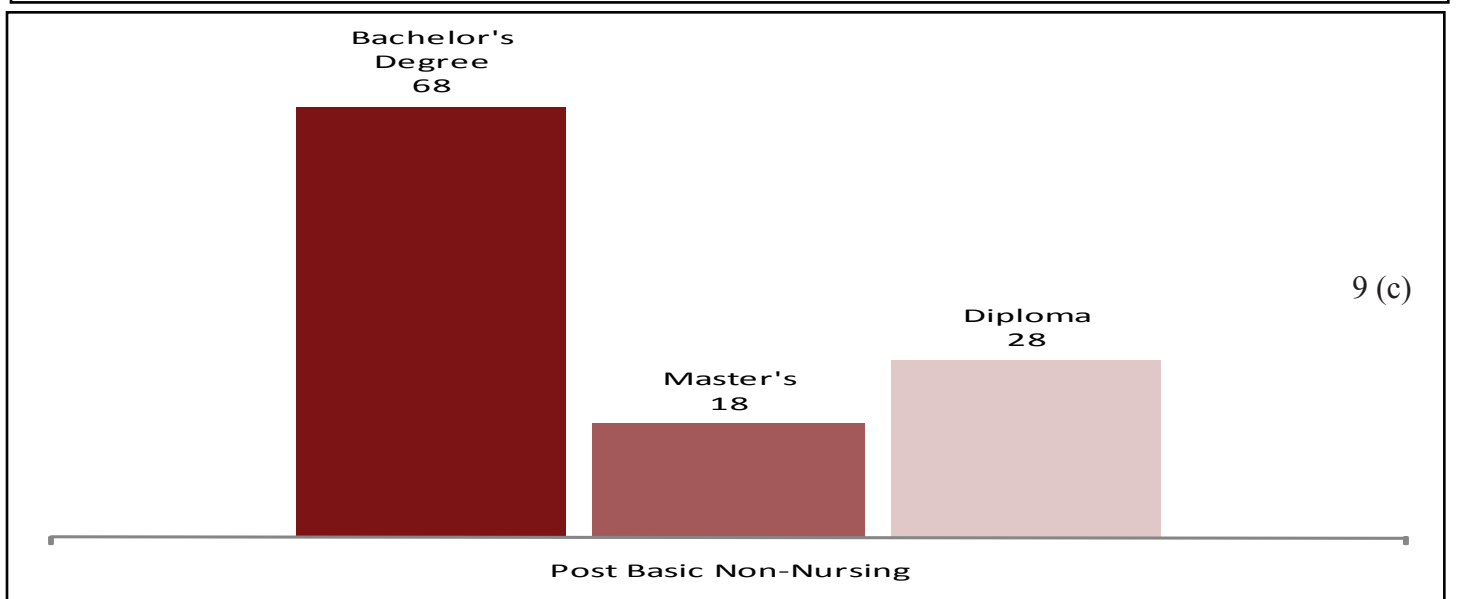
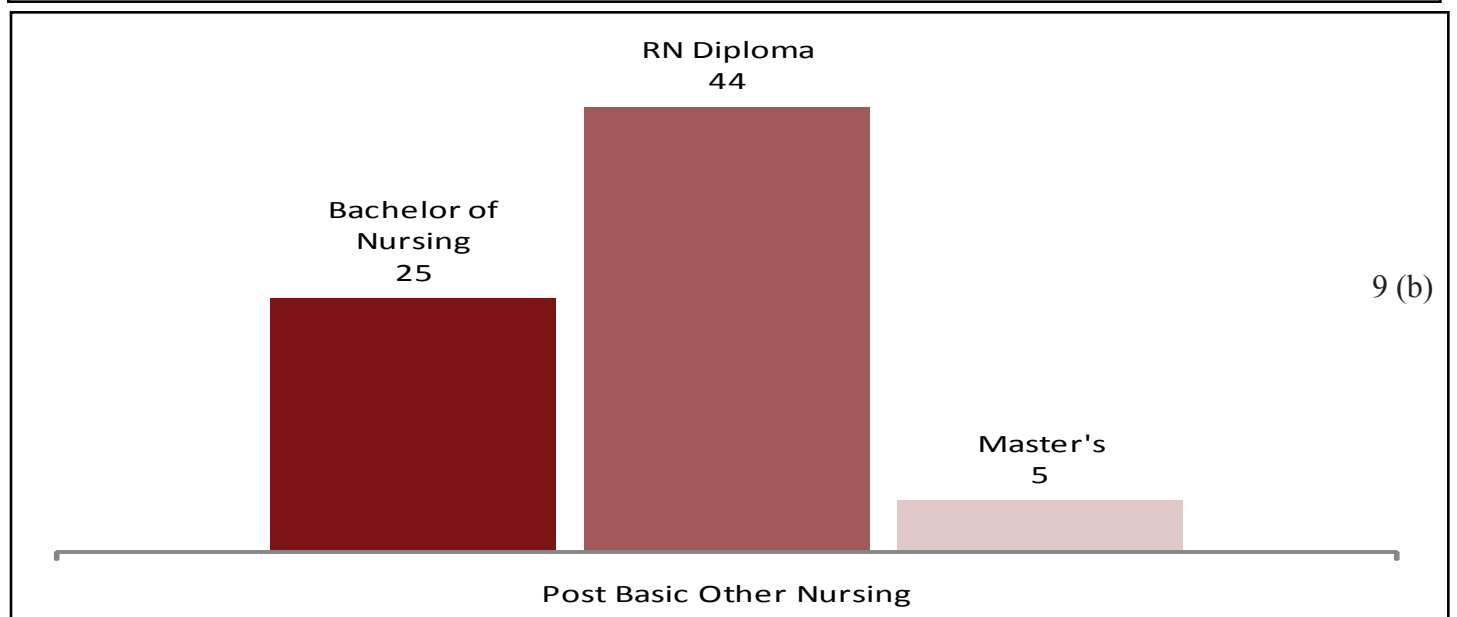
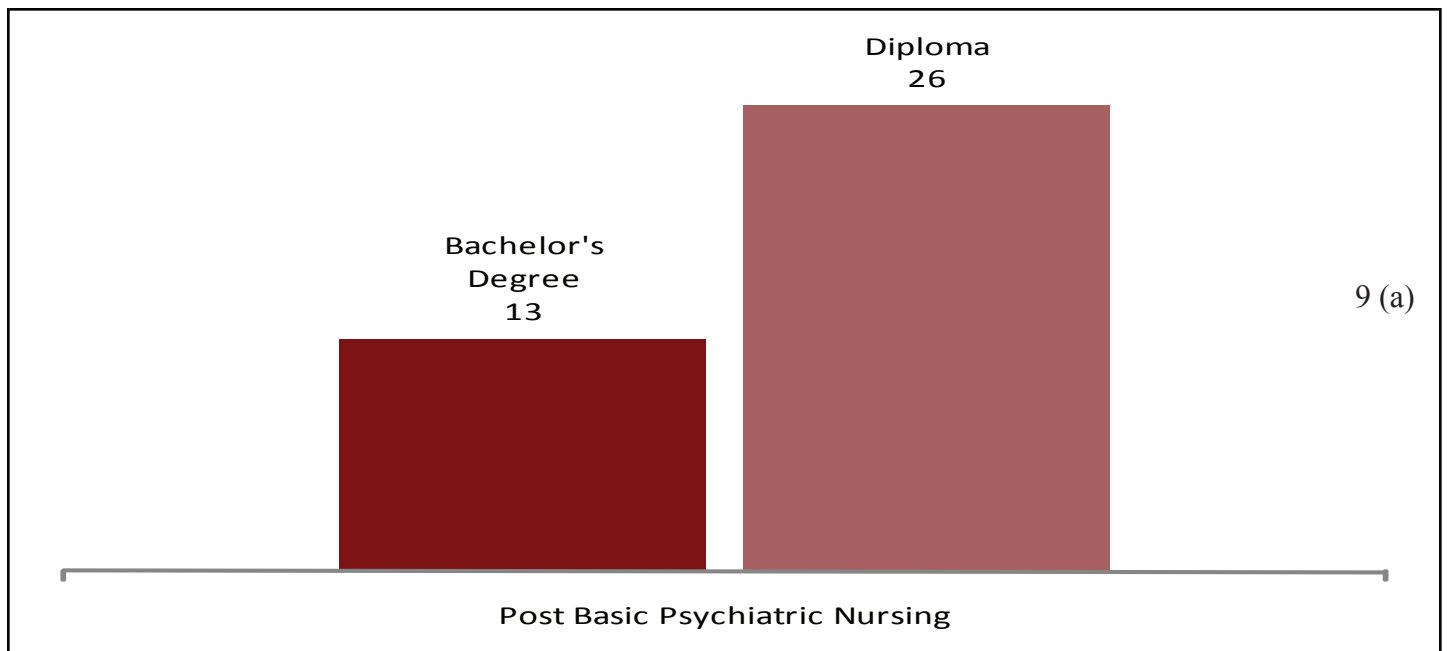


Figure 8 (b)

### Post Basic Education (Highest Level)



## Summary on Actions of 2009 Resolutions

At the 2009 Annual General Meeting changes to both the administrative and regulatory bylaws were passed by membership. The regulatory bylaw changes were then forwarded to government and have been approved.

Regulatory Bylaw Changes, as printed in the Saskatchewan Gazette, March 12, 2010:

Pursuant to The Registered Psychiatric Nurses Act, the regulatory bylaws of the Registered Psychiatric Nurses Association of Saskatchewan are amended as follows:

BYLAW IV MEMBERSHIP is renumbered to BYLAW IX MEMBERSHIP.

Clause 2(2)(b) is amended to read:

“(b) to receive professional liability protection in the amount of two million dollars;”.

Clause 2(2)(c) is amended to read:

“(c) to receive professional liability protection in the amount of two million dollars”.

BYLAW V REGISTRATION is renumbered to BYLAW X REGISTRATION.

Subsection 3(3) is amended to read:

“3 A licence to practice psychiatric nursing as a registered psychiatric nurse may be issued to persons who meet the requirements of Bylaw X, subsection 3(1) or subsection 3(2).”

BYLAW XI CODE OF ETHICS AND STANDARDS OF PRACTICE is renumbered to BYLAW XIV CODE OF ETHICS AND STANDARDS OF PRACTICE. The bylaw is amended to read:

Section 1 Code of Ethics

(1) The Code of Ethics articulates ethical principles, values and standards to guide all members of the psychiatric nursing profession. The Code defines accepted behaviors and establishes a framework for professional responsibility and accountability. The Code promotes high standards of practice and provides a benchmark for psychiatric nurses to use for self-evaluation. The Code of Ethics identifies the obligations of the profession and the obligations of individual psychiatric nurses to society.

(2) The core values that provide the framework for this Code of Ethics are:

Professional Accountability

Unconditional Respect

Wholistic Health

Quality Practice Milieu

(3) Professional Accountability

Registered Psychiatric Nurses:

(a) Differentiate between professional and personal relationships.

(b) Establish therapeutic relationships.

(c) Recognize potential vulnerability of all persons.

(d) Practice within their level of competence.

(e) Use evidence-based practice.

(f) Use continuing competence throughout their professional career.

(g) Maintain a personal level of health and mental health.

(h) Provide competent, safe and ethical care.

(i) Protect the confidentiality of all information obtained as a result of professional relationships.

(j) Demonstrate professional practice that reflects honesty, integrity, reliability, impartiality and diligence.

- (k) Demonstrate professional judgment when accepting and delegating responsibilities.
- (l) Report incompetent or unethical behaviors of care providers.
- (m) Accept responsibility for own practice and minimize harm arising from adverse events.
- (n) Refrain from endorsement of products or services.
- (o) Promote the psychiatric nursing profession.
- (p) Practice according to provincial and federal legislation and Standards of Psychiatric Nursing Practice.
- (q) Understand, promote and uphold the ethical values of the profession.

#### (4) Unconditional Respect

Registered Psychiatric Nurses:

- (a) Promote respect, autonomy, rights, diversity and choice of all people.
- (b) Demonstrate advocacy.
- (c) Respect the diversity and unique beliefs of all people.
- (d) Know, apply and uphold the elements of informed consent.

#### (5) Wholistic Health

Registered Psychiatric Nurses:

- (a) Respect the rights, needs and values of each person.
- (b) Recognize that health and mental health are an interconnected and dynamic process.
- (c) Comprehend that unique lifestyles and expectations influence health and mental health.
- (d) Endorse collaborative and wholistic approaches to health and mental health from promotion, prevention, intervention, rehabilitation to recovery.
- (e) Promote research and evidence -based psychiatric nursing practice.
- (f) Respect and value collaborative and shared-care.

#### (6) Quality Practice Milieu

Registered Psychiatric Nurses:

- (a) Recognize that community, socio-economic and political system environments influence health and mental health.
- (b) Contribute to quality practice settings by modeling positive, healthy and ethical conduct.
- (c) Contribute to and maintain safe practice environments.
- (d) Advocate for sufficient resources to provide safe and competent psychiatric nursing practice.
- (e) Advocate for fair and equitable access to benefits and treatment for all people.

### Section 2 Standards of Practice

The Standards of Practice for registered psychiatric nurses and graduate psychiatric nurses prescribed by council shall be as follows:

- (a) Standard One – Interpersonal Relationships - Registered Psychiatric Nurses establish professional, interpersonal and therapeutic relationships with individuals, groups, families and communities;
- (b) Standard Two - Application and Integration of Theory-Based Knowledge - Registered Psychiatric Nurses apply and integrate theory-based knowledge relevant to professional practice derived from psychiatric nursing education and continued life-long learning;
- (c) Standard Three – Professional Responsibility - Registered Psychiatric Nurses are accountable to the public for safe, competent and effective psychiatric nursing practice;
- (d) Standard Four – Professional Ethics - Registered Psychiatric Nurses understand, promote and uphold the ethical values of the profession”.



## The following changes to the Administrative Bylaws were passed at the 2009 Annual General Meeting:

### Existing Bylaw

#### BYLAW I - COUNCIL

##### Section 2 Eligibility

1. Practising members of the association may be elected as members of the council with the following exceptions:

**(c) practising members residing and working outside of Saskatchewan may hold elected office.**

##### Section 3 Terms of Office

**2. The council shall request the replacement or reappointment of a public representative at least every two years in accordance with the Act**

#### BYLAW II - ELECTIONS

##### Section 1 Election of Council

**3. In the event a vacancy occurs in the membership of the council, pursuant to section 10 of the Registered Psychiatric Nurses Act, during the course of the year, then that position shall also be up for election for the balance of the term remaining.**

##### Section 2 Voting

**2. All ballots shall be destroyed 30 days following the election.**

#### BYLAW VI - FEES

##### Section 1 Registration Fee

**1. A non-refundable registration fee of fifty dollars shall accompany each application for registration.**

##### Section 2 Initial Licensing Fee

**2. A prorated initial licensing fee equaling 60% of the annual fee may be established to accommodate applicants seeking licensure late in the membership year and such fee shall cover licensure for the remainder of the year.**

#### BYLAW VI - FEES

##### Section 3 Annual Licensing Fee

**3. A prorated annual licensing fee equaling 60% of the annual licensing fee may be established to accommodate members changing membership status late in the membership year.**

**4. Members who have not paid the annual licensing fee and other fees prescribed by council by December 31 shall cease to be members of the association. Such applicants shall be licensed as practising members upon completing the prescribed forms and submission of the annual licensing fees and other fees prescribed by council provided the applicant has met the requirements of Bylaw V, section 3 (1)**

#### BYLAW VIII - COUNCIL COMMITTEES

##### Section 1 Council Committees

**7. Unless the chairman is elected or named in the bylaws, the council shall appoint the chairperson**

**10. A quorum for a council committee shall be the majority of its members**

### Change

#### BYLAW I - COUNCIL

##### Section 2 Eligibility

2. Practising members of the association may be elected as members of the council with the following exceptions:

(c) practising members residing outside of Saskatchewan may **not** hold elected office.

Removed **“and working”**

##### Section 3 Terms of Office

2. The council shall request the replacement or reappointment of a public representative at least every two years in accordance with the **Registered Psychiatric Nurses Act, herein after referred to as the Act**

#### BYLAW II - ELECTIONS

##### Section 1 Election of Council

3. In the event a vacancy occurs in the membership of the council, **section 10 of the Act shall apply.**

##### Section 2 Voting

2. All ballots shall be **held 30 days following the election and then destroyed**

#### BYLAW IV - FEES

##### Section 1 Registration Fee

1. A non refundable fee **as determined by council** shall accompany each application for registration.

##### Section 2 Initial Licensing Fee

2. A prorated initial licensing fee equaling 60% of the annual licensing fee **shall** be applied to applicants seeking licensure after June 30 and such fee shall cover licensure for the remainder of the membership year

#### Bylaw IV - FEES

##### Section 3 Annual Licensing Fee

3. A prorated annual licensing fee equaling 60% of the annual licensing fee **shall** be established to accommodate members changing to practising membership status **after June 30 of the membership year.**

4. Members who have not paid the annual licensing fee and other fees prescribed by council by December 31 shall cease to be members of the association. Such applicants shall be licensed as practising members upon completing the prescribed forms and submission of the annual licensing fees and other fees prescribed by council provided the applicant has met the requirements of **Bylaw X**, section 3 (1)

#### BYLAW V - COUNCIL COMMITTEES/NONSTATUTORY COUNCIL COMMITTEES

##### Section 1 Council Committees

7. Unless the **chairperson** is elected or named in the bylaws, the council shall appoint the chairperson

**10. Subject to the provision of Section 23 of the Act dealing with the professional conduct committee**, a quorum for a council committee shall be the majority of its members.

#### Section 5 Legislative Committee

**1. The membership of the legislative committee shall be:**

**(a) the president-elect who shall be the chairman; and**

**3. The duties related to resolutions shall be the responsibility of this committee including:**

#### Section 6 Nominations Committee

**1. The membership of the nominations committee shall be three registered psychiatric nurses appointed annually by council.**

**2. The term of the nominations committee members shall be one year, renewable for one term if the member is reappointed.**

**3. The duties of the committee shall be:**

**(a) to call for nominations by September 30 of each year;**

**(b) to receive nominations as set out in Bylaw II, sections 1 and 2 for the purpose of preparing a list of nominees;**

**(d) to file with the council at least sixty days prior to the first day of the annual meeting, a report of the nominations committee and ballot for officers of the association; and**

**(e) to ensure that voting for elected officers of the association is conducted in accordance with Bylaw II Section 3.**

**4. Each branch, special interest group and individual member is eligible to submit nominations to the chairman of the nominations committee.**

**5. All nominations must be received in writing by the chairman of the nominations committee by January 30.**

**7. Consideration should be given to the following criteria in making nominations:**

**(a) at least two names for the office of president-elect;**

**(b) at least five names for the positions of council members-at-large;**

**(c) representation from geographical areas, rural or urban areas, field of practice and clinical practice areas; and**

**(d) where only one nominee is nominations for a particular**

#### Section 2 Legislative Committee

**1. The membership of the legislative committee shall be:**

**(a) the president-elect who shall be the **chairperson**; and**

**3. The duties of the committee shall also include the following:**

#### Section 3 Nominations Committee

**1. The membership of the nominations committee shall be three registered psychiatric nurses appointed by council.**

Removed “**annually**”

Removed

**2. The duties of the committee shall be:**

**(a) to call for nominations at least 120 days prior to the annual meeting;**

**(b) to receive nominations for the positions of Council and to prepare a list of nominees;**

Removed “ **as set out in Bylaw II sections 1 and 2**”

**(d) to file with the council at least **thirty** days prior to the first day of the annual meeting, a report of the nominations committee and **the** ballot for officers of the association, and**

**(e) to ensure that voting for elected officers of the association is conducted in accordance with Bylaw II.**

Removed

**4. All nominations must be received in writing by the **chairperson** of the nominations committee at least 60 days prior to the annual meeting.**

Removed

**(d) remains but is renumbered as :  
Section 3 - Subsection 6**

## 2010 Resolutions

One resolution has been received to bring forward to the 2010 AGM. Submitted by RPNAS Council.

Whereas the membership of the association is expected to decrease due to retirement and the Association needs to remain dynamic, stable and professional

**Therefore be it resolved that the Annual Licensing Fee for 2011 be increased by \$25.00, that the fee for 2012 be increased by \$15.00 and that the fee for 2013 be increased by \$15.00.**

## Reports

### COUNCIL COMMITTEES

#### Professional Conduct Committee

The Professional Conduct Committee has received 5 complaints during the past 12 months. Four complaints remain ongoing and are in the investigative process. The investigation for one complaint was completed and a cautionary letter was deemed necessary.

**Committee Chair:** Delores Maduke, RPN, Saskatoon. **Committee members:** Brenda Poncelet, RPN, Saskatoon; Lisa Stasiuk, RPN, Moose Jaw; Patricia Thronberg, RPN, Moose Jaw; Jayne Whyte, RPN, Fort Qu'Appelle; Tania Huel, RPN, Weyburn; Laurinda Karakochuk, RPN, Wynyard; Jeanette Kaytor, RPN, Regina; Jamie Louiseize, RPN, Prince Albert; Carrie Lavallie, RPN, Prince Albert; Sue Meyers, RPN, Regina.

#### Discipline Committee

No hearings have been held over the past year. Thank you to all committee members. The time and commitment that is contributed is much appreciated.

**Committee Chair:** Theresa Girardin, RPN, Weyburn. **Committee members:** Angie Craig, RPN, Regina; Jennifer Hennig, RPN, Swift Current; Gary Thronberg, RPN, Moose Jaw; Karen Kenny, RPN, North Battleford; Bruce Reimer, RPN, North Battleford; Ralph MacNab, RPN, Meadow Lake;

#### Legislative Committee

The regulatory bylaws that were passed at the 2009 AGM were passed by government on March 12, 2010. The next year will see the Committee continue its work on the current issues and its ongoing review of the bylaws.

**Committee Chair:** Shirley Bedford, RPN, North Battleford. **Committee members:** Roberta Jors, RPN, Regina; Linda Rabyj, RPN, Saskatoon; Penni Caron, RPN, Humbolt; Dan Fraser, RPN, Regina, Don Yates, RPN, North Battleford.

### STAFF ADVISORY COMMITTEES

#### Education Committee

The Education Committee met once over the past year. The committee reviewed and granted two applicants for bursaries/scholarships. The committee also discussed amending the NEPS Scholarship applications to

include students from the SIAST program as well.

There were three nominations for RPN Awards. Two were awarded in the area of clinical practice and one in the area of administration. The committee made a recommendation that the criteria for the RPN Award be changed to recognize only active practising members in the area of clinical practice. There was also discussion about creating another award category to recognize the contributions of non RPNs. The recommendations were sent to Council.

There were no candidates for the Leflar award this year.

The annual CPD audit was completed. Twenty five audit requests were sent to members and all but five replied. They were sent letters to respond. The remaining twenty were audited and only two of those needed follow up for incomplete information.

CPD credit requirements for the RPNP were discussed and the chair presented the discussion points to the Legislative Committee.

**Committee Chair: Roberta Jors, RPN, Regina. Committee Members: Dellina Hodson, RPN, Regina; Sydney Bolt, RPN, Moose Jaw; Lance Hoogeveen, RPN, Regina; Tania Huel, RPN, Weyburn; Geraldine Koban, RPN, Yorkton; Karen Muller, RPN, Regina; Linda Ozga-Bellamy, RPN, Regina.**

## **BRANCHES**

### **Moose Jaw**

No report was submitted from the Moose Jaw Branch.

### **North Battleford**

#### **Business**

The Branch Bylaws were reviewed.

#### **Educational**

The branch held two Mental Health Clinics in the community. They also organized the Shovels Here New Beginnings (SHNB) rally in October in support of the building of the new Saskatchewan Hospital North Battleford.

#### **Professional**

For RPN Day the branch purchased reusable bags from Canada Post for each branch member with a few “extras” in each bag.

#### **Special Projects**

The branch is planning their First Annual Champions of Mental Health Awards banquet in May. Once this event is over they will begin planning for next year’s event.

**Branch Executive: Marion Palidwor, RPN, President; Darcy McIntyre, RPN, Vice-President; Denise Huxley, RPN, Secretary; Yvonne Sawatsky, RPN, Treasurer.**

### **Prince Albert**

No report was submitted from the Prince Albert Branch

## Regina

### Business

No formal branch meetings were held in the past year.

### Educational

Branch members were encourage to attend World Congress in Vancouver.

### Special Projects

The overall goal is to reactivate the branch as it would be a place where our students could learn about the activities of the Association and provide them with opportunities to volunteer.

**Branch Executive: Candace Alston, RPN, President; Caroline Hoffart, RPN, Secretary; Sue Myers, RPN, Treasurer.**

## Saskatoon

No report was submitted from the Saskatoon Branch.

## Swift Current

### Business

The branch held 3 meetings in the past year. The ongoing objective of the branch has been to build and maintain a healthy and vibrant membership.

### Educational

Several educational sessions were attended by various members throughout the year. These include: Canadian Federation of Mental Health Nurses conference in Halifax, RPN World Congress in Vancouver, Mental Health Commission of Canada convention in Vancouver, 2010 Mental Health and Addiction conference in Saskatoon, Motivational Interviewing workshop and many other local workshops and presentations.

### Social

RPN branch luncheon meetings served as an opportune time to support and celebrate local RPNs.

### Professional

Local RPNs approached the Chinook School Division and volunteered time to have a display at Career Expo 2009 promoting the profession and mental health awareness to high school students. Mental Illness Awareness Week was promoted with poster displays in various departments. An article was submitted to the RPNNews highlighting a local RPN's 49 years of service.

### Special Projects

The branch's objective is to continue increasing awareness of advancements in mental health and the profession. Another objective is to increase community awareness by planning another Career Expo display in September 2010. The branch wishes to continue preceptorship and mentoring of psychiatric nursing students with plans in place for one student this spring.

### Areas of Concern

The branch would be pleased to have council members visit again, highlighting RPNAS activities and plans.

**Branch Executive: Vivian Schellenberg, RPN, President; Verna Heuer, RPN, Vice-President; Marilyn Mudry-Lautsch, RPN, Secretary; Kathy Gordon, RPN, Treasurer.**

## Weyburn

### Business

The Weyburn branch held 4 meetings over the past year.

### Educational

The branch provided financial support to two local RPNs who attended the RPNAS AGM as well as two nursing students. The RPNAS video *Seeing People Through* was shown at a branch meeting.

### Social

A Christmas supper was held in January. All RPNs in the area were invited.

### Professional

Sharon Mulhall and Theresa Girardin attended the career fair at the Weyburn Comprehensive School with a display for RPNAS. A wreath was laid at Weyburn's Remembrance Day Service.

### Fundraising

A barbecue was held for the Humane Society in memory of June Sorenson.

### Special Projects

The branch plans to hold additional fundraisers for non profit organizations

### Areas of Concern

The branch would like to see additional involvement from RPNs

**Branch Executive: Jenna Heaman, RPN, President; Linda Olson, RPN, Vice-President; Sharon Mulhall, RPN, Secretary; Ann Robillard, RPN, Treasurer.**

## Yorkton

### Business

The Yorkton branch held one meeting in preparation for the Annual General Meeting in June. The AGM was a great success. A good time was had by all. Thank you to all the organizers and volunteers.

### Educational

The Yorkton branch continues to sponsor a \$500 bursary yearly. This bursary is offered to an eligible student enrolled in a psychiatric nursing program. There was no candidate in 2009.

### Professional

The Yorkton branch continued to promote and celebrate RPN Day on May 10th. The Mayor of Yorkton also proclaims May 10th as RPN day in Yorkton every year.

### Fundraising

Prior to hosting the AGM in 2009 a decision was made to ask members to donate \$20 instead of fundraising. The response was very good, therefore, no further fundraising was required in 2009. The branch may look at fundraising later this year.

**Branch Executive: Lana Hunko, RPN, President; Serge Leonard, RPN, Vice-President; Geraldine Koban, RPN, Secretary; Joan Anuik, RPN, Treasurer.**



## RPNAS Vision and Mission

One of the functions of the Council of the Registered Psychiatric Nurses Association of Saskatchewan is the development and review of the Association's Ends. The first End, and one of the highest priority Ends, is the Vision and Mission of the Association. This Ends was recently updates and is as follows:

The **vision** of the Registered Psychiatric Nurses Association of Saskatchewan is:

The Distinct Profession of Psychiatric Nursing is a valued partner in the continuum of health care with competent members who promote and support mental health, hope and recovery.

The **mission** of the Registered Psychiatric Nurses Association of Saskatchewan is to provide Saskatchewan People with competent psychiatric nursing.

The mission involves the achievement of the following ends:

1. Ensuring the supply of competent Registered Psychiatric Nurses
2. Protecting the public through regulation
3. Continual development of a body of knowledge
4. Developing practice opportunities
5. Advocating for quality integrated mental health services and policy

## New Slogan for the RPNAS

The Association recently held a contest to find a new slogan for the RPNAS. Members were asked to submit their ideas for a chance to win a free registration to the 2010 World Congress or the 2010 RPNAS Annual Meeting and Education Day.

We had some very good and creative submissions from our membership and at the last Council Meeting a new slogan was picked from the submissions.

Congratulations to Carleen Desautels for her winning submission:

*Registered Psychiatric Nurses, Partnering with People*

## **Registered Psychiatric Nurses of Canada Including Representation on National Projects**

### **The Task Force on Internationally Educated Nurses**

The IEN Task Force had its first meeting in 2004 and continues to have meetings on an annual basis. The task force is made up of representatives from nursing regulatory bodies, the national nursing organizations (Canadian Nurses Association, Registered Psychiatric Nurses of Canada and the Canadian Council of Practical Nurse Regulators) and educators for all three nursing groups. There are also representatives from Human Resources and Skill Development Canada (HRSDC), Health Canada and the Foreign Credentials Recognition Office (FCRO). Currently, the task force is co-chaired by the Office of Nursing Policy and the Canadian Nurses Association. Laura Panteluk, CRPNM Practice Consultant/Deputy Registrar represents the psychiatric nursing regulatory bodies on the task force. Barbara Lowe, Executive Director of the CRPNA represents the RPNC and John Collins represents psychiatric nursing educators. There is one current education position vacant on the broad task force.

As the representative of the regulatory bodies for RPNs, Laura is working on a subcommittee that is developing a proposal for a report/discussion paper on off-shore testing. The subcommittee has representation from all three nursing groups and the FCRO and is developing a funding proposal to examine all the issues related to providing registration exams outside of Canada.

### **The National Nursing Assessment Service**

The three nursing groups in Canada are collaborating, with funding from the Federal Government, to explore an initiative that is looking at creating a business model for setting up a National Nursing Assessment Service. This includes the creation of a database of nursing programs in different parts of the world.

The first part of the project focused on preliminary research, data collection and analysis of information relating to harmonization of requirements in the assessment of internationally educated nurses (IENs) seeking registration/licensure to practice in Canada, and the means by which each IEN must demonstrate that the requirements are met. This part of the project also focused on gathering preliminary information to inform the development of a business model for a database of international nursing education programs as well as the development of a business model for a national nursing assessment service. The first part of the project is complete.

The Project is now carrying out an exercise to harmonize the requirements across the regulatory colleges (and the nursing professions) and is also looking at the development of a database and a business model. This project is funded by Human Resources and Skills Development Canada under the Foreign Credentials Recognition envelope. Laura Panteluk represents psychiatric nursing regulatory bodies on the steering and management committees for this project. Barbara Lowe represents the RPNC.

### **Foreign Credentials Recognition Office (FCRO)**

The Foreign Credentials Recognition Office helps foreign trained workers succeed in Canada. The FCRO has prepared profession-specific fact sheets that are meant to provide basic information to enable internationally educated professionals to initiate as much of the licensure, settlement and preparation process as possible, pre-arrival. In October 2009, Laura Panteluk was invited to work with the FCRO, on behalf of RPNC, to develop the RPN Fact Sheet. The fact sheet went live on-line in February 2010.

The CRPNM Practice Consultant/Deputy Registrar is also involved in similar project with the Canadian Information Centre for International Credentials (CICIC).

### **Canadian Alliance on Mental Illness and Mental Health(CAMIMH)**

The RPNC continues to be a member of CAMIMH and to be represented on the Board of Directors. Following the end of Annette Osted's term of office on the CAMIMH Management Committee and following the incorporation of CAMIMH, Robert Allen, Executive Director of the RPNAS took over as the RPNC representative.

### **Staff Mix: Regulated Nurses and Assistive Healthcare Workers**

The RPNC will be participating in another project that is funded by the Foreign Credential Recognition Program through the Canadian Nurses Association (CNA). This will involve updating and revising the 2005 Evaluation Framework to Determine the Impact of Nursing Staff Mix Decisions and to develop policy/educational documents, based on current literature and expert opinion. Annette Osted and Patrick Griffith from Winnipeg are representing the RPNC.

### **Inter-Provincial Collaboration**

The overwhelming majority of inter-provincial activities/projects are related to regulatory responsibilities. This includes the development and validation of a new National Code of Ethics and Standards of Psychiatric Nursing Practice and the ongoing review, analysis and development of the registration examination. Other inter-provincial discussions are around the Mutual Endorsement Agreement and the criteria used to assess internationally educated psychiatric nurses.

### **The RPNC World Congress for Psychiatric Nurses**

A major activity of the RPNC is the RPNC World Congress for Psychiatric Nurses. The first one was held in Vancouver in 2002 and since then there was one in Winnipeg in 2004, Calgary in 2006, Regina in 2008 and a second one in Vancouver in 2010. These very successful congresses encourage Registered Psychiatric Nurses and their colleagues to share the knowledge that they gain through research and/or experiences. The RPNC has also tried to be present at the conferences of the relatively newly formed European Psychiatric Nurses Association. It has been a way of developing the profession's profile at the international level. We had noted that the International Council of Nurses did not count any Registered Psychiatric Nurses in Canada when it looked at mental health nursing resources in 2005/6. Accurate information must be available internationally not only to ensure that appropriate health human resource planning can be done but also to ensure that the public understands the competencies that their service providers should have. Therefore, the RPNC tries to ensure some representation at each of the European Psychiatric Nurses Association conferences. These are held every two years, in even-numbered years. The RPNC is therefore changing its World Congress to being held in odd-numbered years to relieve the financial burden of funding attendance at a RPNC World Congress and a European conference during the same year. The next RPNC World Congress will therefore be held in Winnipeg in May 2013.

### **Regulation in the Yukon**

The regulatory bodies, through the auspices of the RPNC, were able to assist the Government of the Yukon, at their request, in the development of regulations that would allow the registration of Registered Psychiatric Nurses in that Territory. As of August 1, 2009, Registered Psychiatric Nurses can be registered in that jurisdiction and therefore can be employed as Registered Psychiatric Nurses. Thank you to the small group of psychiatric nurses and to some of the Yukon's government employees to make this happen. Assessment of qualifications will have to be made by one of the four provincial regulatory bodies.

## Registered Psychiatric Nurses Association of Saskatchewan Operating Budget

	Approved 2010-2011	Proposed 2011-2012
<b>REVENUE</b>		
Annual Fees -- Practising	477,300.00	498,800.00
Annual Fees -- Non-practising	3,00.00	3,000.00
Temporary Licence	150.00	150.00
Registration Fee	250.00	1000.00
Interest	11,000.00	11,000.00
Liability Insurance	6,700.00	6,500.00
Miscellaneous	3,500.00	3,500.00
Registration Examination	350.00	4,000.00
<b>Total Revenue</b>	<b>\$ 502,250.00</b>	<b>\$ 527,950.00</b>
<b>EXPENDITURES -- PART "A"</b>		
<b>Administration</b>		
Insurance (office)	750.00	750.00
Salaries	236,900.00	230,000.00
Employee Benefits	47,000.00	60,000.00
Taxes	5,500.00	5,500.00
Telephone	4,000.00	4,000.00
Postage & Bank Charges	8,000.00	8,000.00
Office Supplies	12,000.00	12,000.00
Legal Fees & Audit	6,500.00	10,000.00
Reserve for Depreciation	10,000.00	10,000.00
Printing Costs	6,000.00	6,000.00
Executive Director Expenses	12,000.00	12,000.00
Staff Development	1,500.00	1,500.00
Computer Support	2,000.00	2,000.00
Website	5,000.00	4,000.00
Utilities	12,000.00	12,000.00
<b>Total</b>	<b>\$ 369,150.00</b>	<b>\$ 377,750.00</b>
<b>Statutory Functions</b>		
Council Meetings	10,000.00	10,000.00
Council Insurance	2,500.00	2,500.00
Council Honoraria	4,000.00	4,000.00
Council Development	2,000.00	2,000.00
Discipline Hearings	10,000.00	10,000.00
Professional Conduct Legal Expenses	10,000.00	10,000.00
PCC Chair Honoraria	500.00	500.00
Discipline Chair Honoraria	500.00	500.00
Registrar's Travel	6,000.00	6,000.00
Elections	1,400.00	1,400.00
International Conference	-	10,000.00
<b>Total</b>	<b>\$ 46,900.00</b>	<b>\$ 56,900.00</b>

	Approved 2010-2011	Proposed 2011-2012
<b>Representative Activities/Services</b>		
Special "Ends" Projects	7,100.00	10,000.00
Provincial/Student Liaison	1,000.00	1,000.00
Special Education Fund	3,000.00	3,000.00
Bursaries/Scholarships	8,000.00	8,000.00
Membership Fees	1,500.00	1,500.00
Delegate Expenses	1,500.00	1,500.00
Executive Travel	3,000.00	3,000.00
<b>Total</b>	<b>\$ 25,100.00</b>	<b>\$ 28,000.00</b>
<b>Membership Services</b>		
Annual Membership Meeting	6,000.00	6,000.00
Liability Insurance	7,000.00	7,000.00
RPNews	8,600.00	8,600.00
Annual Report (production/mailing)	7,500.00	7,500.00
Public Relation Expenses	5,000.00	10,000.00
<b>Total</b>	<b>\$ 34,100.00</b>	<b>\$ 39,100.00</b>
<b>TOTAL EXPENDITURES -- PART "A"</b>	<b>\$ 475,250.00</b>	<b>\$ 501,750.00</b>
<b>EXPENDITURES -- PART "B"</b>		
<b>Statutory Committees</b>	10,000.00	5,000.00
• Legislation		
• Professional Conduct		
• Discipline		
• Nominations		
<b>Staff Projects</b>	17,000.00	21,200.00
• Education		
• RPNC		
• RPNP Initiative		
• Program Approval		
<b>TOTAL EXPENDITURES -- PART "B"</b>	<b>\$ 27,000.00</b>	<b>\$ 26,200.00</b>
<b>TOTAL EXPENDITURES "A &amp; B "</b>	<b>\$ 502,250.00</b>	<b>\$ 527,950.00</b>
<b>Surplus/(Deficit)</b>	-	-

**Registered Psychiatric Nurses Association of Saskatchewan**  
**Financial Statements**  
*March 31, 2010*

To the Council of Registered Psychiatric Nurses Association of Saskatchewan:

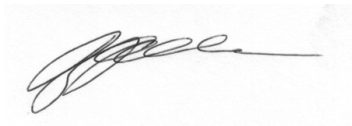
Management is responsible for the preparation and presentation of the accompanying financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian generally accepted accounting principles. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records are properly maintained to provide reliable information for the preparation of financial statements.

The Council is composed entirely of Councillors who are neither management nor employees of the Association. The Council is responsible for overseeing management in the performance of its financial reporting responsibilities, and for approving the financial information included in the annual report. The Council has the responsibility of meeting with management and external auditors to discuss the internal controls over the financial reporting process, auditing matters and financial reporting issues. The Council is also responsible for recommending the appointment of the Association's external auditors.

Meyers Norris Penny LLP, an independent firm of Chartered Accountants, is appointed by the council to audit the financial statements and report directly to them; their report follows. The external auditors have full and free access to, and meet periodically and separately with, both the Council and management to discuss their audit findings.

April 20, 2010



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Executive Director

## Auditors' Report

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To the Members of Registered Psychiatric Nurses Association of Saskatchewan:

We have audited the statement of financial position of Registered Psychiatric Nurses Association of Saskatchewan as at March 31, 2010 and the statements of revenues and expenses, changes in net assets, and cash flows for the year then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Association as at March 31, 2010 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Regina, Saskatchewan

April 20, 2010

*Meyer Norris Penny LLP*



Chartered Accountants



# Registered Psychiatric Nurses Association of Saskatchewan

## Statement of Financial Position

As at March 31, 2010

	2010	2009
<b>Assets</b>		
<b>Current</b>		
Cash	52,916	30,124
Accounts receivable	619	-
Prepaid expenses and promotional items	12,686	13,703
Marketable securities (Note 3)	423,423	432,501
	489,644	476,328
<b>Capital assets</b> (Note 4)	93,241	95,447
<b>Long-term investments</b> (Note 5)	331,987	315,164
	914,872	886,939
<b>Liabilities</b>		
<b>Current</b>		
Accounts payable and accruals	27,633	25,817
Deferred revenue	376,852	365,973
	404,485	391,790
<b>Net Assets</b>		
Net assets, end of year	239,448	215,453
Net assets invested in capital assets	93,241	95,447
Capital equipment reserve	-	5,051
Contingency reserve	127,352	127,352
Bursary reserve	50,346	51,846
	510,387	495,149
	914,872	886,939
<b>Approved on behalf of the Council</b>		
		
<b>Councilor</b>	<b>Councilor</b>	

The accompanying notes are an integral part of these financial statements

# Registered Psychiatric Nurses Association of Saskatchewan

## Statement of Revenues and Expenses

*For the year ended March 31, 2010*

	2010	2009
<b>Revenue</b>		
Administration fees	370	574
Examination fees	576	350
International conference	-	38,457
Investment income	11,695	15,638
Licensing fees	472,656	437,518
Members' liability insurance	6,502	6,409
Miscellaneous	18,675	6,023
Non-active fees	3,200	3,150
Promotional	3,310	5,159
Registration fees	350	750
Temporary licence	360	-
	<b>517,694</b>	<b>514,028</b>
<b>Expenses</b>		
Amortization	8,871	8,402
Committees	13,591	9,554
Council and membership meetings	27,288	25,410
Discipline hearings and professional conduct	6,442	10,516
Donations	67	1,452
Elections	1,021	-
Employee benefits and superannuation	54,277	46,993
Insurance	677	677
International conference	18,008	33,009
Liability insurance	6,342	6,292
Membership development	3,092	3,941
Membership fees	997	1,681
Newsletter	10,651	12,221
Occupancy	12,314	9,776
Office supplies and postage	25,989	22,117
Printing	2,275	3,592
Professional services	9,550	8,894
Promotional	14,327	20,331
Property taxes	5,059	5,325
Salaries	214,754	192,404
Special projects	33,552	33,441
Student liaison activities	405	708
Telephone	3,263	3,885
Travel - executive	34,194	34,432
	<b>507,006</b>	<b>495,053</b>
<b>Excess of revenues over expenses before other item</b>	<b>10,688</b>	<b>18,975</b>
<b>Other item</b>		
Unrealized gains (loss) on investment	6,050	(1,913)
<b>Excess of revenues over expenses</b>	<b>16,738</b>	<b>17,062</b>

*The accompanying notes are an integral part of these financial statements*

# Registered Psychiatric Nurses Association of Saskatchewan

## Statement of Net Assets

*For the year ended March 31, 2010*

	<i>Investment in Capital Assets</i>	<i>Capital Equipment Reserve</i>	<i>Contingency Reserve</i>	<i>Bursary Reserve</i>	<i>Operating Surplus</i>	<i>2010</i>	<i>2009</i>
<b>Balance – beginning of year</b>	95,447	5,051	127,352	51,846	215,453	<b>495,149</b>	479,087
Excess of revenues over expenses for the year	-	-	-	-	<b>16,738</b>	<b>16,738</b>	17,062
Purchase of capital assets	<b>6,665</b>	<b>(5,051)</b>	-	-	<b>(1,614)</b>	-	-
Amortization of capital assets	<b>(8,871)</b>	-	-	-	<b>8,871</b>	-	-
Bursaries awarded during the year	-	-	-	<b>(1,500)</b>	-	<b>(1,500)</b>	(1,000)
<b>Balance – end of year</b>	<b>93,241</b>	-	<b>127,352</b>	<b>50,346</b>	<b>239,448</b>	<b>510,387</b>	495,149

# Registered Psychiatric Nurses Association of Saskatchewan

## Statement of Cash Flows

*For the year ended March 31, 2010*

	2010	2009
<b>Cash provided by (used for) the following activities</b>		
<b>Operating activities</b>		
Cash received from members	516,257	540,866
Investment income	11,695	15,638
Cash paid to suppliers	(148,969)	(162,539)
Cash used for Council and Committee activities	(77,298)	(71,778)
Bursaries awarded	(1,500)	(1,000)
Cash paid to employees	(269,031)	(235,417)
	<b>31,154</b>	<b>85,770</b>
<b>Investing activities</b>		
Purchase of capital assets	(6,667)	(4,174)
Purchase of long-term investments	(211,695)	(215,686)
Proceeds on disposal of long-term investments	210,000	120,000
	<b>(8,362)</b>	<b>(99,860)</b>
<b>Increase (decrease) in cash resources</b>	<b>22,792</b>	<b>(14,090)</b>
<b>Cash resources, beginning of year</b>	<b>30,124</b>	<b>44,214</b>
<b>Cash resources, end of year</b>	<b>52,916</b>	<b>30,124</b>

*The accompanying notes are an integral part of these financial statements*

# Registered Psychiatric Nurses Association of Saskatchewan

## Notes to the Financial Statements

For the year ended March 31, 2010

### 1. Governing statutes and nature of operations

The Registered Psychiatric Nurses Association of Saskatchewan (the "Association") is the professional Association with regulatory authority for the registration and licensing of psychiatric nurses in Saskatchewan and is incorporated under a special act of Saskatchewan. The Association is exempt from income tax under paragraph 149(1)(1) of the Federal Income Tax Act.

### 2. Significant accounting policies

These financial statements have been prepared in accordance with Canadian generally accepted accounting principles and include the following significant accounting policies:

#### **Capital assets**

Capital assets, including building and furniture and equipment, are recorded at cost less accumulated amortization. Computer software is expensed in the year of acquisition.

Amortization of capital assets is provided using the straight-line method at the following rates:

	<b>Method</b>	<b>Rate</b>
Buildings	straight-line	20 years
Furniture and equipment	straight-line	3 - 5 years

#### **Revenue recognition**

Membership fees, both active and non-active, which are based on a calendar year, are recognized as revenue in the fiscal year that they are applicable to. Deferred revenue represents fees received during the year that relate to the next fiscal period. All other revenue is recognized when earned.

#### **Reserves**

##### **Contingency reserve**

The contingency reserve represents an amount established by the Governing Council for the purpose of providing for unexpected events. The interest earned on funds established for the contingency reserve remains as part of the general operation of the Association.

##### **Capital equipment reserve**

The capital equipment reserve was established by the Governing Council for the purpose of purchasing capital assets. The interest earned on funds established for the capital equipment reserve remains as part of the general operation of the Association.

##### **Bursary reserve**

A bursary reserve was established by the Governing Council for the purpose of providing bursaries each year. Interest relating to the bursary reserve is allocated to the operating surplus, and bursary awards are charged to the reserve annually.

#### **Fund accounting**

In order to ensure observance of limitations and restrictions placed on the use of resources available to the Association, the accounts are maintained on a fund accounting basis. Accordingly, resources are classified for accounting and reporting purposes into funds. These funds are held in accordance with the objectives specified in accordance with the directives issued by the Board of Directors.

Two funds are maintained - Operating Surplus Fund and Investment in Capital Assets Fund.

The Operating Surplus Fund is used to account for all revenue and expenditure related to general and ancillary operations of the Association.

The Investment in Capital Assets Fund is used to account for all capital assets of the organization and to present the flow of funds related to their acquisition and disposal, unexpended capital resources and debt commitments.

# Registered Psychiatric Nurses Association of Saskatchewan

## Notes to the Financial Statements

For the year ended March 31, 2010

### **Financial instruments**

The Association has classified cash, short-term investments, long-term investments, and accounts payable and accrued liabilities as held for trading financial instruments; and accounts receivable as loans and receivable financial instrument

Held for trading financial assets and liabilities are financial instruments that are acquired or incurred principally for the purpose of selling or repurchasing the instrument in the near term or are initially designated as held for trading. These instruments are initially recognized at their fair value. Fair value is approximated by the instruments' initial cost in a transaction between unrelated parties. Held for trading financial instruments are carried at fair value with both realized and unrealized gains and losses included in the statement of revenue and expenses. Transactions to purchase or sell these items are recorded on the settlement date.

Transaction costs related to held for trading financial instruments are expensed as incurred. Transaction costs related to loans and receivables are netted against the carrying value of the asset and are recognized over the expected life of the instrument using the effective interest method.

The Organization has classified the following financial assets as loans and receivables: accounts receivable. These assets are initially recognized at their fair value. Fair value is approximated by the instrument's initial cost in a transaction between unrelated parties. Transactions to purchase or sell these items are recorded on the date. Loans and receivables are subsequently measured at their amortized cost, using the effective interest method. Under this method, estimated future cash receipts are exactly discounted over the asset's expected life, or other appropriate period, to its net carrying value. Amortized cost is the amount at which the financial asset is measured at initial recognition less principal repayments, plus or minus the cumulative amortization using the effective interest method of any difference between that initial amount and the maturity amount, and less any reduction for impairment or uncollectability. Gains and losses arising from changes in fair value are recognized in excess of revenues over expenses upon derecognition or impairment.

### **Measurement uncertainty**

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Amortization is based on the estimated useful lives of the capital assets. These estimates are reviewed periodically and, as adjustments become necessary, they are reported in earnings in the periods in which they become known.

### **Recent Accounting Pronouncements**

#### **Financial instruments deferral of section 3862 and 3863**

In December 2006, the Canadian Institute of Chartered Accountants (CICA) issued Section 3862 Financial Instruments – Disclosures and Section 3863 Financial Instruments – Presentation to replace Section 3861 Financial Instruments – Disclosure and Presentation. The effective date for these new Sections was for interim and annual financial statements with fiscal years beginning on or after October 1, 2007, with earlier adoption permitted. However, in light of the uncertainty regarding the future direction in setting standards for not-for-profit organizations, the CICA released a decision to allow deferral of Sections 3862 and 3863 for this sector. As such, not-for-profit organizations should continue to apply Section 3861.

### **3. Short-term investments**

	2010	2009
Cash	49	49
Premium Treasury Bill mutual fund	415,304	424,386
Treasury Bill mutual fund	8,070	8,066
	<b>423,423</b>	<b>432,501</b>

# Registered Psychiatric Nurses Association of Saskatchewan

## Notes to the Financial Statements

*For the year ended March 31, 2010*

### 4. Capital assets

	<b>Cost</b>	<b>Accumulated amortization</b>	<b>2010 Net book value</b>	<b>2009 Net book value</b>
Land	38,250	-	38,250	38,250
Buildings	128,702	77,189	51,513	53,810
Furniture and equipment	79,418	75,940	3,478	3,387
	<b>246,370</b>	<b>153,129</b>	<b>93,241</b>	<b>95,447</b>

### 5. Long-term investments

	<b>2010</b>	<b>2009</b>
Cash	6,802	106,381
Canadian Bonds maturing at dates ranging between April 2010 and December 2015 (2009 - April 2012 and December 2015), with interest rates at varying rates ranging from 3.80% to 6.30% (2009 - 3.80% to 6.00%)	325,185	113,233
Equity investments	-	95,550
	<b>331,987</b>	<b>315,164</b>

At year-end, the quoted market value of the long-term investments was \$331,987 (2009 - \$315,164) and the carrying value was \$329,972 (2009 - \$324,426).

### 6. Financial instruments

The Association as part of its operation carries a number of financial instruments, which include cash, marketable securities, accounts receivable, long-term investments, and accounts payable and accrued liabilities. It is management's opinion that the Association is not exposed to significant interest, currency or credit risks arising from these financial instruments except as otherwise disclosed.

#### **Fair value**

The carrying amount of the Association's financial instruments approximates their fair value due to their relatively short-term maturity, except for long-term investments which are recorded at their fair value, determined by reference to published bid price quotations in an active market.

#### **Interest rate risk**

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. Changes in market interest rates may have an effect on the cash flows associated with some financial assets and liabilities, known as cash flow risk, and on the fair value of other financial assets or liabilities, known as price risk. The Association is exposed to interest rate risk primarily relating to its marketable securities and long-term investments.

### 7. Pension plan

Employees of the Registered Psychiatric Nurses Association of Saskatchewan participate in the Saskatchewan Healthcare Employees' Pension Plan (SHEPP). The plan is a defined benefit plan and the pension benefits and assets are for all members of the plan and are not segregated by participating organization. Both the employer and employee contribute to the plan. The Association remits the contributions monthly, based on the contribution rate provided by SHEPP, which totalled \$12,770 for the year (2009 - \$9,412).

Effective March 31, 2010, contribution rates are as follows:

8.064% (2009 - 6.552%) of pensionable earnings up to the yearly maximum pensionable earnings (CPP) plus  
10.752% (2009 - 8.232%) of pensionable earnings above the yearly maximum pensionable earnings (CPP).

# Registered Psychiatric Nurses Association of Saskatchewan

## Notes to the Financial Statements

*For the year ended March 31, 2010*

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### 8. Commitments

The Organization has entered into various lease agreements for office equipment with estimated minimum annual payments as follows:

2011	8,520
2012	8,520
2013	8,520
2014	8,520
2015	8,520
	<hr/>
	42,600

### 9. Inter-fund transfers

The Council approved a transfer of \$8,871 (2009 - \$8,402) from operating surplus to investment in capital assets to cover the amortization costs incurred for the year.

### 10. Capital management

The Board of Directors' objective when managing capital is to maintain a sufficient fund base to ensure they can continue to cover the significant expenditures relating to the Association. The Association receives funding from its members to cover the operating expenditures.

### 11. Comparative figures

Certain comparative figures have been reclassified to conform with current year presentation.





## NOTES

[illegible]

## NOTES

[illegible]

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# RPN

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NURSES  
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