



**RPNAS**

REGISTERED PSYCHIATRIC NURSES  
ASSOCIATION OF SASKATCHEWAN

**2022**

**Bylaws**

**Effective July 22, 2022**

The *Registered Psychiatric Nurses Act, 1993* and the bylaws of RPNAS provide the regulatory framework to regulate the profession of psychiatric nursing in Saskatchewan. The bylaws further explain provisions within the Act. Bylaws usually are approved by the Council under the Act and then voting RPN members present at an annual meeting.

Bylaw changes made by Council in advance of an annual meeting are in force and effect until the next annual meeting, where the change(s) must be approved by RPN voting members present at the annual meeting. Regulatory bylaws are then reviewed and approved by the Minister of Health and published in the Saskatchewan Gazette before becoming official.

In situations where there is a difference between RPNAS bylaws and the Saskatchewan Gazette, the Gazette will be considered the official version.

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# ADMINISTRATIVE BYLAWS

## **BYLAW I – COUNCIL**

### **Section 1 - Composition**

**1** The affairs of the Association shall be managed by the Council which shall be composed of:

(a) a minimum of five elected members, which shall include a President and President-Elect, plus members at large who may be elected or appointed to Council in accordance with Council policy;

(b) one or more public representatives with voting power appointed by the Lieutenant Governor in Council in accordance with section 8 of The Registered Psychiatric Nurses Act, (herein referred to as the Act);

(c) Council may appoint other public representatives to Council through various mechanisms available to it.

### **Section 2 - Eligibility**

**1** Practicing members in good standing of the association may be elected as members of the council with the following exceptions:

(a) employees of the association or those who were employed by the RPNAS in the previous three years;

(b) elected officers shall not hold the same office for more than three consecutive terms;

(c) a member who has held the office of President is not eligible to run for any Council position until at least three years have elapsed since the end of the member's most recent term of office as President;

(d) practicing members residing and working outside of Saskatchewan;

(e) a member who is the subject in Saskatchewan, another province, or foreign jurisdiction, of a pending hearing, or hearing underway, that could result in the member's entitlement to practice a profession in Saskatchewan, or that other province or foreign jurisdiction, being cancelled, revoked or suspended for any reason.

**2** A member who is a respondent in a professional conduct or discipline process in Saskatchewan, another province, or foreign jurisdiction, that could result in the member's entitlement to practice a profession in Saskatchewan or that other province or foreign jurisdiction being cancelled, revoked or suspended for any reason, is required to step back from participating in all Council meetings and not permitted to take part in any Council business until the matter is resolved.

### **Section 3 - Terms of Office**

- 1** The term of office for the elected members of council shall be two years and shall begin at the close of the annual meeting immediately following the election process.
- 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 referred to as the Act.
- 3** The president-elect succeeds the office of president:
  - (a) on the expiry of the president's term of office; or
  - (b) termination of the president's term of office and thereafter continues in office as president of the association in accordance with section 3(4) and (5).
- 4** If the president-elect succeeds the office of president during the first year of the previous president's term the person:
  - (a) holds office as president for the remainder of the predecessor's first year of their term of office; and
  - (b) continues in office thereafter as president for his or her full term.
- 5** If the president-elect succeeds to the office of president during the second year of the previous president's term, the person:
  - (a) holds office as president for the remainder of the predecessor's term of office, and
  - (b) continues in office thereafter as president for a two-year term of office.

### **Section 4 - Powers and Functions**

- 1** The Council shall govern, manage and regulate the affairs of the Association and without restricting the generality of the foregoing shall:
  - (a) establish policies necessary to further the Association's mandate of protection of the public;
  - (b) establish policies governing examinations, registration and licensing, and the admission of members;
  - (c) establish policies governing the professional conduct and discipline committees of the association;
  - (d) establish policies governing the financial affairs of the association, including the management

of surplus funds;

(e) approve the appropriation, investment and disbursement of association funds;

(f) review for approval the proposed budget of the association according to association policies;

(g) recommend to the association membership revisions to, or amendments of, the bylaws;

(h) enter into an agreement pursuant to which categories of members designated by Council have access to an adequate form of professional liability protection with a minimum limit of \$5,000,000 per claim and a minimum aggregate limit of \$10,000,000 per year;

(i) establish a mechanism for regularly evaluating the association;

(j) submit to each annual meeting of the association an audited financial statement of the operations of the association for the past fiscal year of the association;

(k) appoint the executive director to act as chief executive officer of the association;

(l) authorize the association to enter into agreements or arrangements with any person, group, association, organization or body corporate having goals or objectives similar to those of the association;

(m) approve criteria for the approval of the nursing education program(s) for psychiatric nurses;

(n) establish a committee of council to annually review, in writing, the performance of the executive director; and

(o) establish and monitor standards of practice to enhance the quality of practice and reduce incompetent, impaired or unethical practice amongst members;

(p) establish and maintain a continuing competency program to promote high practice standards amongst members;

(q) establish and monitor standards of professional ethics amongst members.

## **Section 5 - Removal from Office**

**1** Elected or appointed members of Council, Council committees, staff advisory committees, special or ad hoc committees, whose conduct or activities are detrimental to or incompatible with the objectives and policies of the Association may be removed or suspended from office.

**2** Any matter raised under section 5(1) shall be dealt with by Council upon written notice or receipt of any form of information identifying a concern, in a fair and transparent manner.



**3** Notice of motion of removal or suspension of any member must be given to the member concerned and to all members of the particular committee or group and all members of Council in a timely manner.

**4** Council may by special resolution, remove an elected Council member from office as an elected Council member before the expiry of their term of office, after reasonable notice to the elected Council member and giving them opportunity to be heard, if Council is satisfied that the elected Council member has contravened a term of the Code of Conduct or negatively affects the reputation of the Association.

**5** The motion to remove or suspend must be passed by a majority at a Council meeting where a quorum is present.

**6** An elected Council member or committee member ceases to hold office as an elected Council member, or as a member of a committee if, before the expiry of their term of office they:

(a) cease to be registered as an RPN;

(b) cease to be a member in good standing;

(c) cease to reside in Saskatchewan;

(d) become:

(i) a respondent in Saskatchewan, another province, or foreign jurisdiction in a professional conduct process; or

(ii) the subject in Saskatchewan, another province, or foreign jurisdiction, of a pending hearing, or hearing underway, that could result in their entitlement to practice a profession in Saskatchewan or that other province or foreign jurisdiction, being cancelled, revoked or suspended for any reason;

(e) become an employee of the Association.

## **Section 6 - Council Meetings**

**1** Meetings of the Council shall be called by the President or as arranged at a previous meeting of the Council with not less than four meetings being held between annual meetings.

**2** A simple majority of Council members constitutes a quorum at a Council meeting.

**3** Council may meet and conduct business in person, or by video, telephone conference, web casting, or an equivalent method of telecommunication that allows all Council members in attendance to hear and interact with each other.

**4** The Registrar must ensure that minutes are taken at each Council meeting. If Council excludes any person from a Council meeting or any part of a Council meeting, it must have reasons for doing so noted in the minutes of the Council meeting and:

- (a) the Registrar must publish the minutes of each Council meeting on the Association's website;
- (b) the Registrar may edit minutes to remove information about any matter if the reasons for removing that information are noted in the edited minutes.

**5** Where notice of an Annual Meeting is due or has already been provided to the membership and emergent circumstances arise, Council may, by resolution:

- (a) postpone the Annual Meeting to a date and time as determined by Council following the resolution of the emergent circumstances; or
- (b) in the case of a provincial or federal emergency, Council meetings of the Association, the Annual Meeting, or a Special Meeting may be postponed or cancelled upon a resolution by Council supported by a simple majority of Council members, one of which must be a public representative.

**6** Council meetings must be open to members and the public and:

(a) Council may exclude any person who is not a Council member from any Council meeting or part of a Council meeting if the person's attendance at the Council meeting is disruptive, or if Council is satisfied that one or more of the following matters will be discussed:

- (i) financial or personal or other matters of such a nature that the interest of any affected person, or the public interest in avoiding disclosure of those matters, outweighs the public interest;
- (ii) information concerning an application by an individual for registration under the Act, or reinstatement or renewal, the disclosure of which would jeopardize the applicant's personal privacy;
- (iii) information concerning a complaint against, or investigation of, any individual under the Act, the disclosure of which would jeopardize the individual's personal privacy;
- (iv) information the disclosure of which may prejudice the interests of any person involved in:
  - (A) a proceeding under the Act, including a disciplinary proceeding under the Act or a review under section 21(3) of the Act; or
  - (B) any other criminal, civil or administrative proceeding;
- (v) personnel matters;

(vi) contents of examinations;

(vii) information concerning the scoring or results of examinations, or any request for approval to rewrite an examination, or any report of a Registrar about improper conduct, the disclosure which would jeopardize an individual's personal privacy;

(viii) instructions given to or opinions received from legal counsel, or any other matter which is subject to solicitor-client privilege;

(ix) information that the Association could not disclose or is not required to disclose to an applicant making a request for records under applicable provincial and/or federal laws; or

(x) information that the Association is required by law to keep confidential.

## **Section 7 - President**

**1** The President shall:

(a) be a voting member of the Council;

(b) preside at all general and special meetings of the Association, and of the Council;

(c) perform all acts and deeds pertaining to this office;

(d) be accountable for the integrity of Council's processes;

(e) represent the Council to stakeholders or third parties;

(f) if the President is absent or unable to act, the President-Elect shall exercise the powers and perform the duties of the President;

(g) if the President and President-Elect are absent or unable to act, the Council may authorize another Council member to exercise the powers and perform the duties of the President.

## **Section 8 - President-Elect**

**1** The president-elect shall:

(a) in the absence of the president perform the duties of the president;

(b) act as chair of the legislative committee and of other committees as designated;

(c) perform such duties as may be assigned by the council or the president; and

(d) succeed to the office of president.

### **Section 9 - Members-At-Large**

**1** The members-at-large shall:

(a) in the absence of the president and president-elect, choose one of their members to perform the duties of the president;

(b) may act as chair of designated committees of the association; and

(c) perform such duties as may be assigned by the council and the president.

### **Section 10 - Public Representatives**

**1** The public representatives:

(a) shall represent the views of the public on matters before the council;

(b) shall report to council on public concerns;

(c) may act as a member or chairperson of designated committees of the association; and

(d) may perform such duties as may be assigned by the council or the president.

### **Section 11 - Executive Director**

**1** The executive director shall be appointed by and responsible to the council, and shall:

(a) execute the policies established by the council pertaining to management and administration of Association affairs;

(b) ensure that complete and accurate financial records are maintained;

(c) ensure that a motion is presented at a Council meeting appointing a qualified public accountant to complete an annual audit of Association financial records;

(d) ensure the preparation and presentation of financial reports:

(i) to the Council as directed by the Council; and

(ii) to the membership at the annual meeting;

- (e) maintain all records of the Association, including a record of all meetings of the Association and the Council;
- (f) notify all members of all regular and special meetings, and circulate to members appropriate information and documentation prior to any special or annual meeting;
- (g) issue all notices required by statute, by these bylaws, or by resolution of the Council;
- (h) be responsible for employment assignment and supervision of staff, and administration of salaries;
- (i) be a non-voting member of all Council committees, and hold no membership status on Statutory committees;
- (j) ensure that criteria and procedure for the approval of the psychiatric nursing education programs have been determined;
- (k) ensure that the approval process for education programs is carried out not less than once every five years;
- (l) act as Registrar in the absence of such an appointment by Council; and
- (m) have custody of the Association seal.

## **Section 12 - Signing Authority**

- 1 Signing officers shall include one council member, the executive director and two staff as required.
- 2 Cheques shall be co-signed by two signing officers of the association.

## **Section 13 - Registrar**

- 1 If appointed by council, the registrar shall be a registered psychiatric nurse and is responsible to the executive director.
- 2 The registrar shall perform those duties and functions provided for by the Act and these bylaws in respect to membership, licensing and registration of members of the association and perform such other duties as are determined by council.

## **BYLAW II - ELECTIONS**

### **Section 1 - Election of Council**

**1** The President-Elect shall be elected every second year:

(a) pursuant to 1(1), at the first Council meeting following the annual meeting, the Council members shall elect a President-Elect from among the Council members by a simple majority vote of the Council members in attendance.

**2** A minimum of two council members-at-large shall be elected every year.

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

**4** A member cannot be nominated for election to more than one vacant or impending vacant elected Council position.

**5** In the event the Minister gives the Association notice that a public health emergency exists in all or part of the province, the Association may defer elections until such a time as the emergency is declared resolved.

### **Section 2 - Voting**

**1** Voting for candidates running for Council shall be conducted by physical or secure digital ballot, sent to practicing members at least 30 days prior to the first day of the annual meeting.

**2** Physical ballots shall be held 30 days following the election and then destroyed. Digital ballots will be stored for 30 days and then permanently deleted.

**3** In the event that there are not enough candidates to run an election, the member(s) who have submitted their name(s) for the vacant or impending vacant Council position(s) shall be acclaimed.

### **Section 3 - By-Elections**

**1** In accordance with section 10 of the Act, if a vacancy results in Council having less than 5 members, Council may make an appointment of a member to Council and hold a by-election at the next annual meeting to fill the vacancy.

### **Section 4 – Election Procedures**

**1** Executive Director or designate shall certify the eligibility of each voter through the Association database.

**2** A ballot will not be counted unless it is:

(a) received by the Registrar no later than the date and time determined by the Registrar and identified in a notification to members; and

(b) delivered to the Registrar in accordance with section 4.

**3** In the event of a service or technical interruption that interferes with the delivery of the ballots as set out in section 4(2), the Registrar may extend the time for delivery for as long as may be necessary for the interruption to be resolved.

**4** The Association is required to utilize electronic voting whenever possible:

(a) use of Association technology, or services provided by a third party, including but not limited to, an election firm or vendor, is permitted.

**5** The Association will utilize the voting results to determine the successful candidate(s).

**6** A verification of results report is required.

**7** The election results must be made available to any electoral candidate upon receipt of a written request.

**8** In the case of a tie vote for a vacant or impending vacant elected Council position, the Registrar must select a designate to select the successful candidate by random draw.

## **BYLAW III - MEETINGS OF THE ASSOCIATION**

### **Section 1 - Annual Meeting**

- 1** Notice of the annual meeting shall be forwarded to the membership at least 30 days prior to the date of the meeting.
- 2** The annual report shall be forwarded to members of the Association at least 14 days prior to the date of the meeting.
- 3** Council shall establish the rules and procedures of the meeting.
- 4** The Annual Meeting may be conducted in person, by video, telephone conference, web casting, or an equivalent method of telecommunication delivery as determined by Council.
- 5** In the event the Minister gives the Association notice that a public health emergency exists in all or part of the province, Council may postpone or cancel the Annual Meeting under any term or conditions that the Council considers appropriate:
  - (a) Where the public health emergency continues for a prolonged period of time, the date and time of the Annual Meeting may be further postponed by Council under any terms or conditions that Council considers appropriate.
- 6** The Registrar must make the annual report available to the public electronically and free of charge on the Association's website.

### **Section 2 - Special Meetings**

- 1** Council may call special meetings of the association as required at a time and place decided upon by the council.
- 2** The council shall call a special meeting of the association on the written request of at least 10% of members.
- 3** Notice of a special meeting shall state the business to be considered at such meetings.
- 4** Council shall establish the rules and procedures of the meeting.
- 5** The special meeting may be conducted in person, by video, telephone conferencing, web casting, or an equivalent method of telecommunication delivery as determined by Council.

### **Section 3 - Quorum**

- 1** A quorum for any annual or special meeting shall be the number of practicing members present.



#### **Section 4 - Voting**

- 1** All votes shall be decided by a simple majority of the practicing members present except for votes to make, vary, or revoke any bylaw shall require a 2/3 majority of the practicing members present.
- 2** Eligibility to vote at a meeting of the association shall be determined by presentation of verification of identity as a practicing member.
- 3** All ballots shall be destroyed following a meeting of the association.

#### **Section 5 - Parliamentary Authority**

- 1** The rules and procedures of the association shall apply to every annual and special meeting as set out in the rules and procedures for Annual Meetings of the association.
- 2** The rules and procedures may be amended or suspended at any annual meeting by 2/3 vote of the practicing members at the annual meeting.
- 3** In all matters not regulated by these rules and procedures, Robert's Rules of Order shall govern.

## **BYLAWS IV - FEES**

### **Section 1 – Application Fee**

**1** A non-refundable application fee as determined by Council shall accompany each application from an applicant who:

(a) has completed a psychiatric nursing program in Canada or who has been a RPN in another Canadian jurisdiction; or

(b) has completed a program from another country recognized by the Association, and has not been registered in another Canadian jurisdiction; or

(c) has allowed their license to lapse and are reapplying for licensure; or

(d) is a graduate psychiatric nurse applying for temporary licensure; and/or

(e) requires an assessment to rewrite the national exam.

**2** The fee shall be determined by the council from time to time on a cost recovery basis.

### **Section 2 - Initial Licensing Fee**

**1** The initial licensing fee for a practicing member shall be equal to the annual licensing fee except where an applicant meets the requirements of section 2(2).

**2** A prorated initial licensing fee equalling 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.

### **Section 3 - Annual Licensing Fee**

**1** The registration year of the association shall be defined as January 1 – December 31.

**2** The annual licensing fee for the subsequent membership year shall be payable by December 31.

**3** The annual licensing fee for the period January 1 to December 31, for practicing members, shall be the amount approved by the Council and the members at an annual or special meeting and will be reviewed annually.

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

**5** Practicing members who have not paid the annual licensing fee and other fees prescribed by

Council by December 31 shall cease to be practicing members of the Association. Such applicants shall be licensed as practicing members upon completing the prescribed forms and submission of the annual licensing fees, and other fees as prescribed by Council, provided the applicant has met the requirements of Bylaw IX, section 3(1).

6 Non-practicing members who have not paid the annual licensing fee and other fees prescribed by Council by December 31 shall cease to be non-practicing members of the Association.

#### **Section 4 – Graduate Psychiatric Nurse Temporary Licensing Fee**

1 A graduate psychiatric nurse is eligible to apply for a four-month temporary license to practice psychiatric nursing as a graduate psychiatric nurse and the fee shall be one third of the annual licensing fee.

2 A graduate psychiatric nurse may be eligible for two further four-month temporary license periods upon expiration of the initial graduate psychiatric nurse temporary license, and the fee for each further four-month period shall be one third of the annual licensing fee, plus application fees as determined by Council.

#### **Section 5 - Other Membership Fees**

1 Membership fees associated with all other categories of membership shall be:

(a) for non-practicing membership, an amount approved from time to time by council and approved by voting members at the annual meeting;

(b) for student membership, an amount approved from time to time by council and approved by voting members at the annual meeting;

(c) for Emergency Practicing membership, no fee will be charged;

(d) for Courtesy Educator Practicing membership, initial registration fee shall be the amount approved from time to time by Council;

2 Inactive members applying for practicing membership are required to pay the reinstatement fee as approved from time to time by Council.

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

### **Section 1 - Council Committees**

- 1** Council may establish any Council committee that it considers necessary, or that is required in accordance with the Act, and assign to it any powers or duties as permitted by section 13 for the Act.
- 2** Each Council committee shall have a minimum of one public representative.
- 3** The Council shall make all Council committee appointments and may specify an alternate who may be called upon to complete the term of any committee member who resigns during his or her term of office.
- 4** Policies shall be maintained to guide Council in appointing the members and public representatives of Council committees.
- 5** Each Council committee with the exception of a statutory committee shall:
  - (a) perform its duties subject to the direction of Council;
  - (b) meet as frequently as required to fulfill its terms of reference;
  - (c) report to Council on the business of each meeting of the committee; and
  - (d) prepare and submit an annual report of its activities to Council.
- 6** Unless the Bylaws set out how a chairperson is to be elected or named Council shall appoint the chairperson of a committee.
- 7** Each Council committee appointment shall be for a term as specified in Council's policies.
- 8** Each member of a Council committee shall have voting power, unless otherwise specified in the Bylaws.
- 9** A quorum for a Council committee shall be the majority of its members, one of which must be a public representative.
- 10** No staff member shall have voting privileges on a Council committee.

### **Section 2 - Legislative Committee**

- 1** The membership of the legislative committee shall be:
  - (a) the president-elect who shall be the chairperson;

- (b) two practicing members; and
- (c) at least one public representative.

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

- (a) to monitor federal, provincial and municipal legislation affecting the public and the psychiatric nursing profession, and to make recommendations to Council for Association action;
- (b) to review the Act and bylaws of the Association and to make recommendations to Council regarding necessary changes;
- (c) to monitor annually the trends of the Association's committees and to make recommendations to the Council for Association action; and
- (d) upon the direction of Council, to draft changes in the Act and bylaws.

**Section 3 - Nominations Committee**

**1** The membership of the nominations committee shall be:

- (a) two practicing members; and
- (b) at least one public representative.

**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;
- (c) to prepare the ballot for officers of the association with the list of nominees arranged in alphabetical order under the name of each elected position for the coming year;
- (d) to file with the Council at least forty-five (45) 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.

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

**4** All nomination applications must be complete and received by the deadline, accompanied by a

signature from the nominator and a signed consent from the nominee.

**5** Members of the nominations committee are not permitted to nominate candidates, in order to avoid real or perceived conflicts of interest.

**6** Where only one nominee is nominated for a particular office, that nominee shall be elected by acclamation.

#### **Section 4 – Finance Committee**

**1** The membership of the Finance Committee shall be:

(a) the president-elect;

(b) a minimum of one practicing member, appointed by Council;

(i) one of whom shall act as the Chair as appointed by Council; and

(c) a minimum of one public representative who is independent of the Association and financially literate and who has a financial designation or relevant financial management expertise.

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

(a) review and recommend the financial information that will be provided to Council and the membership, and ensure that this information accurately represents the financial situation of the Association;

(b) review the financial policies and internal controls established by the Executive Director and Council to:

(i) ensure the Association's sound financial performance;

(ii) ensure that the Association's internal controls have integrity and will lead to the production of accurate financial statements and performance reports;

(iii) ensure the Executive Director has appropriate systems in place to identify and manage risk; and

(iv) prevent financial mismanagement;

(c) recommend the appointment and compensation of the external auditor; and

(d) work with the auditor to review audit results.

## **BYLAW VI - REMUNERATION AND REIMBURSEMENT**

### **Section 1 – Council**

**1** Members of Council are entitled to remuneration and reimbursement for services rendered to the Association in an amount determined annually by Council policy.

### **Section 2 – Committees**

**1** Members of Association committees may be entitled to remuneration and reimbursement for services rendered on behalf of the Association in an amount determined by Council policy.

### **Section 3 – Members and Public Representatives**

**1** Members and public representatives, other than those appointed in accordance with the Act, who are acting in an official capacity on behalf of the Association may be entitled to remuneration and reimbursement for services rendered in an amount determined by Council Policy.

# Regulatory Bylaws



## **BYLAW VII - DEFINITIONS**

### **Section 1 – Good Standing**

**1** In these Bylaws the following terms shall have the following meaning:

(a) **“good standing”** means, in respect of a member that:

(i) the registration of the member is not suspended or revoked by a legislation; and

(ii) no limits, conditions or restrictions are imposed on a member’s or applicant’s practice of registered psychiatric nursing.

### **Section 2 – Psychiatric Nursing Practice**

(a) **“Psychiatric Nursing Practice”** means, the application of psychiatric nursing knowledge, skill and judgement:

(i) to coordinate and provide physical and mental health care through utilization of the nursing process;

(ii) to promote, prevent, restore and maintain health, with a focus on minimizing the effects of mental illness and developmental challenges, psychosocial, mental, or emotional disorders, or conditions, and associated or comorbid physiological conditions; and

(iii) in the domains of direct care, education, administration, policy development, and research.

## **BYLAW VIII – MEMBERSHIP**

### **Section 1 – Categories of Membership**

**1** Membership in the Association shall consist of the following categories:

- (a) practicing membership;
- (b) graduate psychiatric nurse membership;
- (c) non-practicing membership;
- (d) student membership;
- (e) emergency practicing membership;
- (f) courtesy educator practicing membership.

### **Section 2 – Practicing Membership**

**1** Practicing membership in the Association shall be:

- (a) Limited to a person to whom a license to practice psychiatric nursing is issued by the Association in accordance with the Act; and
- (b) granted upon completion of the prescribed application form, submission of required documentation and payment of the fees set by the Association in the method prescribed by the Association.

**2** Practicing membership entitles a person to the following privileges:

- (a) to practice psychiatric nursing;
- (b) to use the title “registered psychiatric nurse”, the abbreviation “RPN”, “PN” or any word, title or designation, abbreviated or otherwise to show that the person is a registered psychiatric nurse, subject to subsection 22(1) of the Act;
- (c) to have beneficiary status with the Canadian Nurses Protective Society;
- (d) to vote and hold office;
- (e) to have voice and vote at the annual and special meetings of the Association;
- (f) to be appointed to committees;

- (g) to use the consulting services of the Association;
- (h) to receive a copy of Association member communications, documents, guidelines and any other form of regulatory information designed for distribution to practicing members; and
- (i) to receive all privileges of membership in affiliated national and international associations.

**3** Practicing membership carries obligations including but not limited to the following:

- (a) to adhere to the Association's code of ethics;
- (b) to adhere to the Association's psychiatric nursing standards;
- (c) to adhere to the Association's continuing education requirements as determined by Council;
- (d) to have a form of professional liability protection acceptable to Council with a minimum limit of \$5 million per claim and a minimum yearly aggregate limit of \$10 million per claim. Beneficiary status with the Canadian Nurses Protective Society in accordance with 2(2)(c) satisfies this requirement;
- (e) to immediately report:
  - (i) if they have been charged with any criminal offence under *the Criminal Code* of Canada, *the Controlled Drugs and Substances Act* (Canada) or any similar legislation in any province, territory, state or country or any offence in relation to the practice of psychiatric nursing or another profession in any jurisdiction; or
  - (ii) if they have been convicted of any criminal offence under *the Criminal Code* of Canada, *the Controlled Drugs and Substances Act* (Canada) or any similar legislation in any province, territory, state or country or any offence in relation to the practice of psychiatric nursing or another profession in any jurisdiction; and
- (f) to ensure the Association has all of the member's updated information pertaining to any change of name, address, telephone number(s), electronic mail address, or any registration information previously provided to the Registrar, within 30 days of the change.

### **Section 3 – Graduate Psychiatric Nurse Membership**

**1** Graduate psychiatric nurse membership in the Association shall be:

- (a) limited to a person to whom a graduate psychiatric nurse temporary license to practice psychiatric nursing is issued by the Association in accordance with the Act;
- (b) granted upon completion of the prescribed application form, required documentation and payment of the fees set by the Association.

**2** Graduate psychiatric nurse membership entitles a person to the following privileges:

- (a) to practice psychiatric nursing under the supervision of a registered psychiatric nurse or registered nurse in accordance with Association policies and for the period specified in a temporary license;
- (b) to have beneficiary status with the Canadian Nurses Protective Society;
- (c) to have voice, but no vote at annual and special meetings of the Association;
- (d) to use the consulting services of the Association;
- (e) to receive a copy of Association member communications, documents, guidelines and any other form of regulatory information designed for distribution to practicing members;
- (f) to receive all privileges of membership in affiliated national and international Associations.

**3** Graduate psychiatric nurse membership carries obligations including but not limited to the following:

- (a) to adhere to the Association's code of ethics;
- (b) to adhere to the Association's psychiatric nursing standards;
- (c) to adhere to the Association's continuing education requirements as determined by Council;
- (d) to immediately report if they have been charged with any criminal offence under *the Criminal Code of Canada, the Controlled Drugs and Substances Act (Canada)* or any similar legislation in any province, territory, state, or country, or any offence in relation to the practice of psychiatric nursing or another profession in any jurisdiction;
- (e) to immediately report if they have been convicted of any criminal offence under the *Criminal Code (Canada), the Controlled Drugs and Substances Act (Canada)* or any similar legislation in any province, territory, state, or country, or any offence in relation to the practice of nursing or another profession in any jurisdiction;
- (f) to have a form of professional liability protection acceptable to Council with a minimum limit of \$5 million per claim and a minimum yearly aggregate limit of \$10 million per claim. Beneficiary status with Canadian Nurses Protective Society in accordance with 3(2)(b) satisfied this requirement; and
- (g) to ensure the Association has all updated information pertaining to any change of name, address, telephone number(s), electronic mail address, or any registration information previously provided to the Registrar, within 30 days of the change.

**4** In the event of an emergency, including a public health emergency as declared by the Minister, the Registrar has the ability to extend a temporary license under any time limits, terms, restrictions, or conditions that the Registrar considers appropriate.

## **Section 4 – Non-practicing Membership**

**1** Non-practicing membership in the Association shall be:

(a) limited to the person who:

(i) has been registered as a member in accordance with section 19 of the Act;

(ii) was in good standing when last registered with the Association;

(iii) is not currently practicing psychiatric nursing in Saskatchewan;

(c) granted upon completion of the prescribed application form, and payment of the fees set by the Association.

**2** Each non-practicing member is responsible for ensuring the Association has all updated information pertaining to any change of name, address, telephone number(s), electronic mail address, or any registration information previously provided to the Registrar, within 30 days of the change.

**3** A non-practicing member must not practice the profession of psychiatric nursing or provide psychiatric nursing services in the province of Saskatchewan.

**4** Pursuant to sections 22(1) and 40 of the Act, a RPNAS non-practicing member must not, in Saskatchewan, use the titles “registered psychiatric nurse” or “psychiatric nurse”, or the abbreviations “RPN” or “PN” to imply that the person is a practicing member;

(i) unless used in conjunction with the term “non-practicing”.

**5** Non-practicing membership entitles a person to the following privileges:

(a) to have voice, but no vote, at the annual and special meetings of the Association;

(b) to receive a copy of Association member communications, documents, guidelines and any form of regulatory information designed for distribution to practicing members.

## **Section 5 – Student Membership**

**1** Student membership in the Association shall be:

(a) limited to the person:

(i) who is currently a student, either full time or part time, in a psychiatric nursing education program in Saskatchewan;

(ii) whose enrolment is verified by the Registrar of the program; and

(b) granted upon completion of the prescribed application form and payment of the fees set by the Association.

**2** Student membership entitles a person to the following privileges:

(a) to have voice, but no vote, at annual and special meetings of the Association;

(b) to receive a copy of Association member communications, documents, guidelines and any form of regulatory information designed for distribution to practicing members.

## **Section 6 - Emergency Practicing Membership**

**1** A person who is a registered psychiatric nurse in another jurisdiction in Canada may apply for Emergency practicing membership in the association and must:

(a) hold a practicing registration as an RPN from another jurisdiction in Canada for the duration of the Emergency Practicing membership that is not subject to any practice limitations, restrictions or conditions; and

(b) provide proof of identity satisfactory to the Association that he or she is the person named therein.

**2** The Emergency Practicing membership set out in (1) shall be valid for a maximum period of 90 days upon the applicant signing a declaration confirming that he or she is applying for Emergency Practicing membership solely for the purpose of providing assistance during an emergency situation if:

(a) the Minister gives the Association notice that a public health emergency exists in all or part of the province; and

(b) the Registrar, or in the absence of the Registrar, Deputy Registrar, determines that the services of an RPN from outside the province are required to assist with the public health emergency.

**3** Where the public emergency continues, the Association may grant an extension of the Emergency Practicing membership for an additional 90 days.

**4** Where the public emergency continues past the additional 90-day period set out in (3), an Emergency Practicing membership may be further extended by the Registrar under any terms or

conditions that the Registrar considers appropriate.

**5** Notwithstanding any other provision of these Bylaws, if the provincial government has declared a state of emergency that continues for a prolonged period of time, or the Registrar, or in the absence of the Registrar, the Deputy Registrar, determines that additional psychiatric nurses are needed to provide care, the Registrar may register as a member and issue an Emergency Practicing membership to:

(a) a member holding any category of membership in the Association; or

(b) a person who is currently or has been previously licensed to practice as a registered psychiatric nurse in Canada;

under any time limits, terms, restrictions, or conditions that the Registrar considers appropriate.

**6** An Emergency Practicing member must have a form of professional liability protection acceptable to Council with a minimum limit of \$5 million per claim and a minimum yearly aggregate limit of \$10 million per year. Beneficiary status with the Canadian Nurses Protective Society in accordance with 2(2)(c) satisfies this requirement.

## **Section 7 - Courtesy Educator Practicing Membership**

**1** A person who is a registered psychiatric nurse in another jurisdiction in Canada may apply for Courtesy Educator Practicing membership to work as an educator in an RPN program approved by Council to develop curriculum or provide theory courses in on-line programming or distance delivery.

**2** A person who meets the requirements for the Courtesy Educator Practicing membership is eligible for registration.

**3** The applicant must sign a declaration confirming that he or she is applying for Courtesy Educator Practicing membership solely for the purpose of performing or providing the specific services approved by the Association.

**4** The Courtesy Educator membership is valid for the registration year and must be renewed annually.

**5** It is a condition of registration that the person maintain a license and provide evidence of current registration in the jurisdiction where the person currently practices and indicate he or she is not subject to an investigation in the jurisdiction where he or she is licensed at the time of granting the Courtesy Educator membership. If the registration in the other jurisdiction is suspended or cancelled, the Courtesy Educator Practicing registration is also cancelled.

**6** A Courtesy Education Practicing member must have a form of professional liability protection acceptable to Council with a minimum limit of \$5 million per claim and a minimum yearly aggregate

limit of \$10 million per claim. Beneficiary status with the Canadian Nurses Protective Society in accordance with 2(2)(c) satisfies this requirement.

## **Section 8 – Change of Status**

- 1** Non-practicing members may become practicing members of the Association by payment of the required fee and submission of the application form and required documentation in compliance with Bylaw IX section 3 and policies governing registration.
- 2** Practicing members may become non-practicing members by submission of the application form, and payment of the required fee.
- 3** A practicing or non-practicing member who fails to renew their membership loses their rights and privileges of membership in the Association.
- 4** A member who has been suspended in accordance with the Act lose their membership privileges in the Association during the period of the suspension. Upon the expiration of the suspension, the member's membership privileges shall be reinstated provided they meet the requirements for reinstatement.
- 5** A person who has been expelled from membership in the Association in accordance with the Act shall cease to be a member of the Association.
- 6** A member disqualified pursuant to subsection 8(3) who applies for reinstatement shall be reinstated provided they meet the requirements for reinstatement.



## **BYLAW IX – REGISTRATION**

### **Section 1 - Registrar**

**1** The Registrar shall:

(a) keep a register containing the following information for each psychiatric nurse registered:

(i) registration number;

(ii) name and address;

(iii) category of practice;

(iv) license issued;

(v) encumbrances, conditions or restrictions on the license; and

(vi) such other information as may be required;

(b) record the existence of all association discipline orders, court orders of suspension, alternative dispute resolution agreements, undertakings and mediation agreements on the register, in accordance with council policy; and

(c) where applicable, collect the required fee for provision of a certified extract of the register, in accordance with association policy; and

(d) impose limits, conditions, or restrictions on the practice of a member as the Registrar deems appropriate in their sole discretion, which power is delegated to the Registrar by Council pursuant to the Act.

### **Section 1.1 – Deputy Registrar**

**1** The Executive Director may appoint a Deputy Registrar. Council may engage a Deputy Registrar to serve as Acting Registrar in the Registrar’s absence.

### **Section 2 – Initial Registration as a Practicing Member**

**1** All persons applying for registration as practicing members of the Association must:

(a) meet the requirements for registration defined in the Act;

(b) complete the prescribed application forms and pay the fees set by the Association;

(c) provide references as required by the Association;

(d) provide a vulnerable sector check (VSC) pursuant to *the Criminal Records Act* of Canada conducted by the local Canadian police service where the applicant lives or by an authorized body. The VSC must have been obtained within six months preceding the filing of the application;

(e) disclose any outstanding allegations or findings of professional incompetence and/or misconduct in relation to the profession of psychiatric nursing and/or any other profession in any province, territory, state or country;

(f) meet the English language requirements set by Council;

(g) provide evidence dated not more than 60 days before the date of application from each applicable regulatory or licensing authority in every jurisdiction where the applicant is or was, at any time, entitled to practice a profession indicating that:

(i) the applicant's entitlement to practice in the profession has not been cancelled, suspended, limited, restricted, or made subject to conditions in the applicable jurisdiction at any time;

(ii) there is no investigation, review, or other proceeding underway in the applicable jurisdiction that could result in the applicant's entitlement to practice being cancelled, suspended, limited, restricted, or made subject to conditions; and

(h) provide evidence verifying the applicant's identity.

**2** A person who has satisfactorily completed a psychiatric nursing education program in Saskatchewan which has been approved by Council must, in addition to meeting the requirements of section 2(1):

(a) provide documentation indicating successful completion of the program within a four-year period immediately preceding the date of application for registration; and

(b) be a graduate of a basic psychiatric nursing education program and arrange to have forwarded by the Registrar of the educational institution to the Registrar of the Association, directly:

(i) a certified copy of records outlining the theory and the clinical content of the program; and

(ii) documentation indicating successful completion of the program;

(c) meet the examination requirement for registration as set by Council.

**3** A person applying for registration as a practicing member, where the person holds, or has held registration in another Canadian province equivalent to that of a practicing member, which is not

subject to any practice limitations, restrictions or conditions must, in addition to meeting the requirements of subsection 2(1):

- (a) provide evidence of registration and good standing in that jurisdiction;
- (b) provide proof of having worked in psychiatric nursing activities approved by the association for at least 1400 hours in the five-year period immediately preceding the date of application for the year in which licensure is sought; and
- (c) hold a practicing membership with a regulatory body recognized by Council while working in approved registered psychiatric nursing activities for these hours to contribute to eligibility for registration.

**4** A person who has satisfactorily completed a basic psychiatric nursing education program outside of Canada must, in addition to meeting the requirements of sections 2(1) and 3(1):

- (a) arrange to have forwarded by an organization approved by the Council:
  - (i) a certified copy of records outlining the theory and clinical content of the program, and the applicant's National Nursing Assessment Service identification and application numbers, or equivalent information from another similar body or organization recognized by the Council; and
- (b) meet the examination requirement for registration.

**5** A license to practice psychiatric nursing as a registered psychiatric nurse may be issued to persons who meet the requirements of Bylaw IX, section 2(1) and 2(2), or section 2(3), or section 2(4).

### **Section 3 - Maintaining Eligibility as a Practicing Member**

**1** To maintain eligibility as a practicing member, a psychiatric nurse must:

- (a) work in psychiatric nursing activities approved by the Association for at least 1400 hours in the five-year period immediately preceding the date of application for the year in which licensure is sought;
- (b) hold a practicing membership with the Association or a regulatory body recognized by the Association while working in approved psychiatric nursing activities for these hours to contribute to eligibility for licensure;
- (c) immediately disclose any outstanding allegations or findings of professional incompetence and/or misconduct in relation to the profession of nursing and/or any other profession in any province, territory, state or country;
- (d) at the discretion of the Registrar provide evidence from each applicable regulatory or

licensing authority in every jurisdiction where the applicant is or was, at any time, entitled to practice a profession indicating that:

(i) the applicant's entitlement to practice in the profession has not been cancelled, suspended, limited, restricted, or made subject to conditions in the applicable jurisdiction at any time;

(ii) there is no investigation, review, or other proceeding underway in the applicable jurisdiction that could result in the applicant's entitlement to practice being cancelled, suspended, limited, restricted, or made subject to conditions;

(e) complete the prescribed forms and submit with the annual licensing fee and other fees prescribed by Council; and

(f) meet the Association's continuing education requirements as determined by Council.

**2** A person who has not maintained eligibility for registration in accordance with clauses 3(1)(a) and (b) must:

(a) complete a re-entry program approved by Council in the five-year period immediately preceding the date of application for the year in which licensure is sought;

(b) arrange to have forwarded by the director of the program to the Registrar:

(i) a certified copy of records outlining the theory and clinical content of the re-entry program;

(ii) a statement indicating successful completion of the re-entry program; and

(c) provide references as required by the Association;

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

(e) provide a vulnerable sector check (VSC) pursuant to the *Criminal Records Act* of Canada conducted by the local Canadian police service where the applicant lives or by an authorized body. The VSC must have been obtained within the six months preceding the filing of the application;

(f) disclose any outstanding allegations or findings of professional incompetence and/or misconduct in relation to the profession of nursing and/or any other profession in any province, territory, state or country; and

(g) meet the Association's continuing education requirements as determined by Council; and

(h) complete the prescribed application forms, other required documentation, and submit with the licensing fee and other fees prescribed by Council.

#### **Section 4 – Registration as a Graduate Psychiatric Nurse**

**1** Persons applying for registration as a graduate psychiatric nurse member of the Association must:

- (a) meet the requirements for registration as defined in the Act;
- (b) complete the prescribed application forms and pay the fees set by the Association;
- (c) meet the requirements in Bylaw IX, Sections 2(1) and 2(2).

**2** Where a person is waiting to write the examination, or waiting for the results of their examination, the person must, in addition to meeting the requirements of section 4(1), provide evidence of an application to write or of having written the examination required for registration.

**3** A temporary license to practice psychiatric nursing as a graduate psychiatric nurse may be issued for a four-month period to persons who meet the requirements of Bylaw IX, section 4(1) and 4(2).

**4** A temporary license to practice registered psychiatric nursing as a graduate psychiatric nurse may be renewed for a maximum of two further four-month periods, with the total time for licensure not to exceed twelve (12) months, and the person must:

- (a) provide satisfactory references from the current nursing employer(s);
- (b) demonstrate that effort has been made to meet requirements for registration as a practicing member;
- (c) be registered to write the exam at the next offered date; and
- (d) fulfils any other requirements deemed appropriate by the Registrar.

## **BYLAW X - EXAMINATIONS**

### **Section 1 - Examinations**

- 1** The Council shall prescribe the examinations required for registration and shall:
  - (a) determine the fees and conditions governing the administration of the examinations; and
  - (b) set the registration requirements for eligibility to write the exam.
- 2** To meet the examination requirements for registration, a candidate must:
  - (a) complete the prescribed application forms, provide the required documentation and pay the prescribed examination fees set by the Association; and
  - (b) pass the registration examinations approved by Council.
- 3** Candidates are allowed a total of three attempts to pass the examinations within two years of their graduation date.
- 4** A temporary license is cancelled immediately upon notice the member has failed the required examination for the third time.

## **BYLAW XI – STATUTORY COMMITTEES**

### **Section 1 - Professional Conduct Committee**

**1** The committee shall notify, in writing, the member who is the subject of a report or allegation that a report or allegation has been received.

**2** The committee chair will request a comprehensive written response from the member to each and every allegation in the complaint, in which case the member shall also be advised that their written response will be submitted to the professional conduct committee for review and may be provided to the complainant for comment.

**3** The committee shall notify, in writing, the person who made the report or allegation that the report or allegation has been received.

**4** The committee shall, pursuant to section 24(1) of the Act, take appropriate action to address the complaint, including, but not limited to, the following:

(a) review the complaint or allegations;

(b) investigate the complaints or allegations by taking any steps it considers necessary, including summoning before it the member whose conduct and/or competence is the subject of the complaint;

(c) request any party to answer any questions and to produce any records, notes, photographs, x-rays, films, books, papers or other documents or things in the party's possession or under their control that are or may be relevant to the report or conduct being investigated; and

(d) with the consent of the party producing them, copy and keep copies of any of the documents or things that are produced under clause (c).

**5** The committee shall keep in confidence, all documentation and information received.

**6** At the conclusion of its investigation, the committee may:

(a) take no further action;

(b) issue a letter of guidance;

(c) offer an alternate dispute resolution agreement:

(i) in determining whether to use an alternate dispute resolution agreement, the professional conduct committee shall consider the best interest of the public;

(ii) such an agreement may only be used with the consent of the professional conduct committee and the member who is the subject of the investigation alleging the professional

misconduct and/or professional incompetence; or

(d) refer the matter to the discipline committee.

**7** Where a notice of hearing has been served upon a member and he/she or legal counsel for the member signifies the intention to plead guilty, the professional conduct committee may approve an agreed statement of facts and documents establishing the factual basis of the allegations.

**8** The professional conduct committee may make a recommendation on the appropriate disposition, however the discipline committee is not bound by such recommendations.

## **Section 2 – Discipline Committee**

**1** Where the professional conduct committee recommends a complaint be heard, it shall direct the complaint to the discipline committee for a hearing and determination of the complaint.

**2** Council shall designate the chair of the discipline committee.

**3** The discipline committee shall hold all hearings in Regina unless otherwise directed by the Executive Director.

**4** The person(s) who made the complaint pursuant to subsection 26(1) of the Act:

(a) shall be advised by the Executive Director of the date, time and place of the hearing; and

(b) is entitled to attend the hearing.

**5** The discipline hearing shall be open to the public.

**6** The discipline committee may exclude any member of the public and/or the complainant from any part of the hearing, when the committee is of the opinion that the evidence brought in the presence of the persons to be excluded will unduly jeopardize the privacy of a person other than the member whose conduct is the subject of the hearing.

**7** When evidence involves the confidential health records of a client(s), numbers or letters may be assigned to replace the name(s).

**8** Where the committee determines that the person is not guilty of professional incompetence and/or professional misconduct, written notice that the complaint has been dismissed shall be provided to:

(a) the person who was the subject of the report;

(b) the person who made the report; and



(c) the public.

**9** Findings of guilt shall be matters of public interest and reported in accordance with Association policy.

**10** Pursuant to 28(1) and (2) of the Act, the committee may find a registered psychiatric nurse guilty of professional misconduct and/or professional incompetence, if the member, engaged in any of the following listed actions, which list is not exhaustive:

(a) abused a client physically, sexually, verbally or psychologically;

(b) misappropriated a client's personal property;

(c) inappropriately used the psychiatric nurse's professional status for personal gain;

(d) influenced a client to change the client's last will and testament;

(e) wrongfully abandoned a client;

(f) misappropriated drugs;

(g) misappropriated property belonging to a psychiatric nurse's employer or fellow employee;

(h) failed to exercise discretion with respect to the disclosure of confidential information about a client;

(i) failed to maintain or falsified a record with respect to the observation, rehabilitation or treatment of a client;

(j) failed to inform an employer of the psychiatric nurse's inability to accept specific responsibility in areas where special training is required or where the psychiatric nurse does not feel competent to function without supervision;

(k) failed to report the incompetence of colleagues whose actions endanger the safety of a client;

(l) failed to comply with the code of ethics and/or standards of practice of the Association;

(m) failed without reasonable cause to respond to inquiries from the Association regarding alleged professional misconduct or professional incompetence;

(n) engaged in the excessive or habitual use of intoxicating liquor, opiates, narcotics or other habit forming substances;

(o) conspired to participate in any act of misconduct or counselled a person to participate in any act of misconduct;

(p) obtained registration by misrepresentation or fraud; and/or

(q) contravened any provision of this Act or bylaws.

**11** Pursuant to 28(2) of the Act, the committee may find a registered psychiatric nurse guilty of professional incompetence if the registered psychiatric nurse demonstrated:

(a) a lack of knowledge, skill or judgement; or

(b) a disregard for the welfare of members of the public served by the profession; of a nature or to an extent that demonstrates that the member is unfit to continue in the practice of the profession.

## **BYLAW XII - CODE OF ETHICS**

**1** Every member of the Association shall comply with the RPNAS Code of Ethics, amended from time to time.

## **BYLAW XIII – STANDARDS OF PRACTICE**

**1** Every member of the Association shall comply with the RPNAS Standards of Psychiatric Nursing Practice, amended from time to time.

## **BYLAW XIV - ADVERTISING BY MEMBERS**

### **Section 1 - Advertising**

**1** Every member of the Association shall comply with the RPNAS Advertising guidelines, as amended from time to time.

## **BYLAW XV - CONFLICT OF INTEREST**

### **Section 1 - Conflict of Interest**

**1** Members of Council and committees and employees of the Association acting in an official capacity are subject to RPNAS *Conflict of Interest policy* and must:

(a) refrain from attempting to exert influence in connection with issues for which they are in conflict or potential conflict of interest; and

(b) abstain from participating in any hearings, discussions, or voting on such issues pending resolution of the conflict or potential conflict as prescribed by the *Conflict of Interest policy*, except where allowable in the Act.

This document is available for download at  
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**RPNAS**

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