



Nurses' Notes

December 2007

Newsletter of the Yukon Registered Nurses Association

MESSAGE FROM THE PRESIDENT

Paula Bilton, RN

I recently had the pleasure of attending the *Halifax 7 Patient Safety Conference* in Ottawa, as well as the *Western Nurse Leaders' Forum* in Winnipeg. As always, these events provide insightful and powerful messages about the realities facing the health care industry – the challenges that are both complex and complicated – followed by the inevitable questions of ‘who’, ‘what’, ‘why’, and ‘how’ do we or will we move forward with any hope of achieving success. The key, definitely, is that all stakeholders focus on the goal, which would be to provide, protect, and sustain essential, realistic deliverables. Those deliverables include efficient, safe, and healthy practice environments; innovative and timely human resource retention and recruitment strategies for all categories of health professionals; and implementation of strategic models of care.

As 2007 comes to a close, take some time to pause and reflect on where you have been, where you are, and where you are going. And treasure the precious memories that have been made along the way. This age of technology has definitely influenced how we do our jobs, but it also means that the expectations for more and more performance can be stressful on everyone. Be good to yourself, and be good to your colleagues!

As this is the last issue of *Nurses Notes* in 2007, I wish everyone all the best as we enter the holiday season, and face a brand new year.

Merry Christmas and a happy, healthy New Year to you and yours!

Paula

Fourth Western Nurse Leaders' Forum— Leading the Way: The Challenge of Leadership

In October I was honoured to attend this conference as your YRNA President-Elect under the guidance and direction of our current President Paula Bilton and our esteemed Executive Director Patricia McGarr. The forum took place in Winnipeg from October 15-17.

I find it difficult to put into a short summation how much I learned from, and enjoyed, this conference. It was an excellent opportunity for me to meet with Presidents, Executive Directors and members of nursing associations from all across Canada, not just from the Western provinces.

The quality of the content provided in the sessions, and the many options for further learning/teaching opportunities through various programs available, made this a very exciting event for me. The magnitude of intellect and experience of the speakers was inspiring. Two speakers who made a real impression were our own CNA President Marlene Smadu, and Suzanne Kennedy from the College of Registered Nurses of Nova Scotia whose team has won 4 highly regarded awards for changes they've made to their institution after implementing the National Quality Institute's quality improvement plan in 2003.

I have come away from this conference with a renewed enthusiasm for more leadership/mentorship training, a desire to encourage others to explore their own leadership qualities—however big or small—and a commitment to do the absolute best job I can do as your upcoming President of YRNA.

*Peggy Heynen, RN
President-Elect*

MARK YOUR CALENDAR

YRNA's 2008 ANNUAL GENERAL MEETING

will be held April 25th-26th
at the High Country Inn in Whitehorse.

More details to follow in the next newsletter.





Tis the season of chapped hands
 Fa la la la la La la la la
 Moisturize and you'll be merry
 Fa la la la la La la la la
 Dawn your gloves...do wash right after!
 Fa la la La la la La la la
 Join me now...avoid the perils
 Fa la la la La la la la
 Seasons Greetings!

[www.yrna](http://www.yrna.ca)

[.ca](http://www.yrna.ca)

Check it out!

The YRNA newsletter is published four times a year. Publication dates are February 28th, May 31st, August 31st and November 30th. Deadline for submissions is the 1st day of the month of publication.

Articles and letters are welcome and should be addressed to the Editor. Inclusion of items in the newsletter does not imply endorsement or approval by the YRNA.

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President-Elect Peggy Heynen
Secretary Antonia Manolis
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If you would like to receive e-mail notification of YRNA events (Coffee Talks, etc.) please let YRNA know: admin@yrna.ca.

From the Executive Director — Patricia McGarr, RN

YRNA is the regulatory body and professional association for registered nurses in the Yukon. YRNA is responsible for establishing and promoting standards of practice for registered nurses, for regulating nursing practice and for advancing nursing excellence in the interest of public safety. YRNA speaks out on health care issues, advocating for the development of healthy public policy in the interest of the public. The vision statement of YRNA is 'Registered Nurses of Yukon promote a healthy Yukon Community through caring, leadership and the advancement of nursing excellence'. An exhausted, morally distressed and stretched-to-the-limits nursing workforce will find it difficult to meet expectations for safe care, never mind excellent care.

First of all, I would like to tell you a few stories. The events described in these stories are not necessarily uncommon or new in the Yukon and you'll all have heard similar ones. However, these particular events all occurred recently within a two week period in November thereby giving a sense of immediacy to them.

A couple of weeks ago, on the same day, as a matter of fact, I heard of two new graduate nurses who have decided to move out of the territory because they have only been able to find casual positions here. (That actually brought to four, the number of new graduates that I am aware of who have made that decision within a month.) Not only were these young people offered permanent positions in other provinces, one had been flown down for an interview and had been offered significant relocation funding and a schedule which clearly outlined the support that she would be offered during the first period of her employment. This is a young woman who particularly wants to stay in the Yukon, but feels that for all sorts of very valid reasons she cannot do this under the circumstances offered to her.

A couple of days after this, I was told about two experienced and respected nurses who have decided to resign from their positions at short notice. One because she'd had enough of repeated phone calls and pressure to come in for extra shifts—with little acknowledgment or sign of appreciation from her supervisor. The second individual was also tired out with the same experiences, and when her request for vacation was denied, decided enough was enough. She had not had a vacation for well over a year.

The nurse who recounted one of these situations to me has herself recently received eight phone calls in one

day asking her to come into work. She is waiting to see if she will get the Christmas vacation she has requested.

I know of two nurses who have had to book their flights over the Christmas period in order to secure themselves seats, but have not been told one way or another whether they can have the time off.

In the second week of the period I am describing, I received a phone call at home from a nurse, even though she knew it was a day off for me, because she and her colleagues are reaching breaking point. The day before, their unit was short-staffed despite the numerous phone calls made to off-duty nurses. A particularly difficult situation was exacerbated by the shortage of staff and there were great concerns related to patient safety. The staff on this unit are very uneasy as they see more of this ahead of them. They are first of all worried about the safety of their patients. They are secondly apprehensive about their liability as professionals should something go wrong. In my last newsletter article I wrote about how health professionals in the Yukon have held things together through a sense of loyalty to their colleagues and because they want to uphold the good standard of health care we have in the Yukon. *How long can this go on? Is this healthy?*

So, we have new graduates that want to work here but are leaving because they can only find casual positions. This is unacceptable to them because they need some stability and want to establish themselves clinically and financially. We know that, according to the Canadian Institute on Health Information, the Yukon has by far the highest percentage of casually employed nurses in Canada—25.9% in the Yukon compared to the national average of 10.8%. We also know that we have a substantial number of nurses who have been employed in casual

positions for months and years, but who would much prefer to have permanent positions. *What's wrong with this picture?*

YRNA has been advising that the Yukon Territory needs to review staffing levels because we continue to hear about most units working short staffed every shift, nurses regularly being called into work on days off and nurses at work sitting at the phone making those calls when they should be caring for patients. *You know what?— We don't have time for a review.* Common sense says that we have trouble here and if we are going to reverse this to any extent, we need to convert casual positions into permanent positions: full-time and part-time. Encourage our new graduates to stay; encourage experienced nurses to stay and give them the respect and benefits they deserve; and encourage recruitment of nurses from elsewhere with the promise of some certainty and stability. And we need to do this soon before the number of available nurses decreases.

Now this may not align with "normal" staffing processes or human resource policies, but so what? *If the practices we have been following so far are not working, why keep following them?* This conversion of casual to permanent has been done in many places in the country. I personally know managers who have done it in Ottawa, Vancouver Island and New Brunswick. Research says that money is saved by doing this because of the reduction in costs related to overtime, sick leave and recruitment. (Endless recruitment, according to some managers.) Now, practice is proving that this is the case. The economic benefit is one thing. *What about the benefits to patient care, health outcomes, continuity of care, the health of nurses, the morale of nurses and the retention of nurses?*

PM

INTRODUCING YRNA's Member-at-Large, Rural

Hello, my name is Diane Kirchgatter. I moved 3 years ago from Victoria, BC to Dawson City with my husband, who is also a Registered Nurse. We work together as Community Nurse Practitioners at the Dawson City Health Centre.

I have been a Registered Nurse for over 28 years: 17 years in critical care nursing, 3 years in community nursing, and 8 years in med/surg/oncology nursing. I have achieved CNA Certification in critical care and am currently working on my B.Sc.N through Athabasca University.

I have participated in various committees such as Treasurer for the Ontario Nurses Association, local 83, the Nursing's System Committee and most recently, the Professional Practice Committee at Royal Jubilee Hospital in Victoria. Presently, I am Treasurer for YEU local YO26.

I believe that nursing leadership and professional development are essential to improving job satisfaction, recruitment, retention, the quality of care and patient outcomes. YRNA, as our professional association and in consultation with the nursing community, is working to advance health care for all. I am excited to be part of the Board as Member-at Large. With your input, I will be your voice and represent you, the rural members.

EDITOR'S NOTE: Diane was elected to the YRNA Board at the 2007 AGM along with new Board members Peggy Heynen (President-Elect) and Antonia Manolis (Secretary) who were profiled in the last newsletter.

WE NEED YOU!

Call for Nominations for the YRNA Board

Board positions coming available in 2008 include Treasurer and 2 Member-at-Large positions. The duties of these positions are outlined in YRNA's Bylaws but a brief synopsis is as follows:

Treasurer:

Oversees the financial accounting and presents the financial statements to the membership at the annual general meeting. *[Current Treasurer Jackie MacLaren would be happy to talk to anyone interested in this position—it sounds much more complex than it is!]*

Member-at-Large

Promotes the association to members and bring members' concerns to the Board. Responsibility for newsletter and general meetings will be shared by the 3 members-at-large.

If you or any of your colleagues are interested in serving on the Board of YRNA or if you would like more information, please contact Donna Rowland or Frieda Rolfe, YRNA Nominations Committee, c/o the YRNA office at 667-4062. **The deadline for nominations is February 1, 2008**

[A nomination form has been included as page 9 of this newsletter.]



be the change

CNA 2008
ANNUAL MEETING AND BIENNIAL CONVENTION

Keynote Speakers

Opening Keynote: Tuesday, June 17
A Century of Service – A Century of Pride
GENERAL RICK HILLIER, CMM, MSC, CD, Chief of the Defence Staff, Canadian Forces

Plenary Keynote: Tuesday, June 17
The Future Is Now: Realities of the 21st-Century Workplace
LINDA DUXBURY, PHD, Professor, faculty of business, and Director of Research, Centre for Research and Education on Women and Work, Carleton University

Plenary Keynote: Wednesday, June 18
Realizing Canada's Promise: Implications for Nursing
ROBERTA JAMIESON, President and Chief Executive Officer, National Aboriginal Achievement Foundation

Closing Keynote: Wednesday, June 18
Thriving vs. Surviving in the Workplace: What's the Difference?
BARBARA FRY, adult educator, business owner and former nurse administrator

June 16-18, 2008
OTTAWA CONGRESS CENTRE

REGISTER FOR THE CONVENTION GET UP-TO-DATE INFORMATION
www.cna-aiic.ca

Honourary Membership

CALL FOR NOMINATIONS

Members are invited to submit Honourary Member nominations to the YRNA Board for consideration prior to December 31st.

Currently, YRNA has 7 Honourary Members: Eileen Heinen,

Ida Duriez, Kay Campbell, Linda Pringle, Katherine Secord, Dorothy Sorensen and Lorraine Hoyt.

Honourary Membership criteria and nomination forms are available at the YRNA office or on the website at www.yrna.ca.

Don't miss this deadline to recognize a deserving current or former colleague.

From the desk of . . .

Catherine Bradbury, RN
Coordinator of Regulatory Programs

Reporting poor practice: Is it really my responsibility?

In the past few years, YRNA has placed priority on talking with members, employers and others about the YRNA Professional Conduct Review process, and the role played by each of those groups within the process. Recently, issues have come to light that tell us we need to talk more about the shared responsibility to report poor practice.

As registered nurses, I think we have all found ourselves in the position of witnessing a colleague—a nurse or other health professional—engaging in practice that we know to be unsafe or inappropriate. It is never an easy situation, and we find ourselves uncertain about our responsibilities and the consequences of acting on our concerns.

YRNA staff have heard from a number of sources that instances of incompetent or unsafe practice involving RNs are too often not reported to us. This leaves YRNA staff—and by extension all of us in the nursing profession—unable to act on our legislated authority to intervene when the practice of a registered nurse leaves the public and co-workers at risk.

Why don't people report?

We hear many reasons given for a failure to report poor practice. Among those reasons:

I reported my concern to my manager, so he/she will act on it. Right? Unfortunately, it isn't always safe to make this assumption. Managers may take measures to handle the situation internally, and YRNA certainly supports that where it is appropriate. While those measures fail or the situation represents overall incompetence or imminent risk, we look to the manager to report to the regulatory body. Often, this never happens.

There are occasions in which YRNA staff are contacted by a manager who voices alarming concerns about an employee's practice. In these cases YRNA staff will urge the caller to enter a formal com-

plaint, as that allows us to investigate the matter, but in many cases a complaint is never received. We know that the outcome is often that the involved nurse leaves that workplace, and in many cases leaves the Yukon, to avoid the consequences of practice issues here. Without a formal report, though, we are helpless to prevent a move, or pass on concerns to the next employer or registration body.

These matters have to stay 'in-house'; reporting contravenes privacy requirements.

While information about employees is to be protected, the ethical requirement to act on knowledge of poor practice must trump the need to protect the nurse's privacy. This is essential in order to protect the public, and that protection is vital to all of us involved in providing care. While an employer may deal internally with a poor "fit", or a nurse with a specific knowledge deficit, only the regulatory body has the authority to act in matters of overall incompetence or misconduct. Through YRNA, our profession alone has authority to suspend licensure, or impose practice conditions until safety and competence can be demonstrated. As a self-regulating profession, registered nurses bear the responsibility to protect the public by enforcing our standards.

I would need to have solid evidence to prove that my concerns are true.

While we will ask for factual descriptions of what you have witnessed, in entering a complaint you are not expected to "prove" the validity of your concerns. It is always appropriate to call to talk over concerns with a YRNA staff member, and usually we can help you clarify the issues and how you can best act on them. Should the concern lead to a formal complaint, it is our job to investigate the matter and to determine if there is sufficient evidence of poor practice to warrant proceeding.

Does being a nurse affect my responsibility to report?

Registered nurses are clearly mandated by the *Standards of Practice* and the *Code of Ethics* to report poor practice of another health professional.

The *Standards for Registered Nursing Practice in the Yukon*, under the standard #5, Provision of Service in the Public Interest, establishes as a standard that the nurse "Reports unsafe practice or professional misconduct to appropriate person or body." While the individual believed to be engaging in unsafe practice or professional misconduct is a member of a regulated health profession—nursing, medicine, pharmacy, therapies or other, the appropriate body to which a nurse should report is the regulatory body representing that practitioner's profession.

The *Code of Ethics for Registered Nurses* (CNA, 2002) forms an important basis for nursing practice, and meeting the standards of the *Code* is a requirement for holding a license to practice. The *Code* clearly states: "Nurses, in clinical, administrative, research or educational practice, have professional responsibilities and accountabilities toward safeguarding the quality of nursing care persons receive. These responsibilities vary, but all must be oriented to the expected outcome of safe, competent and ethical nursing practice." And "Nurses must recognize that they have the ability to engage in determining and expressing their own moral choices."

As colleagues of someone exhibiting professional misconduct, we too may be seen as liable, should we fail to act. While that may be especially so for those in supervisory positions, it is clear that all registered nurses are ethically bound to report poor practice appropriately.

Reporting a professional colleague is never going to be an easy choice, and should never be taken lightly. A failure to report, though, grants permission for ongoing risk to those who seek and need our care and protection. CB

Continuing Competence Arrives in the Yukon

“That which we measure, we tend to improve.” Glenn Regehr, PhD

Opinion polls for many years have shown that the public trusts nurses. We are hardworking professionals who care for people. Upon what is the public basing their judgment: emotional response? our role as advocates? as teachers? as clinicians? How do we maintain this trust? How do we measure and show our patients and clients, who are becoming more informed, that we maintain competence in our practices throughout our careers?

In the Yukon, the only current competency requirement for RN registration is the minimum 1,125 working hours over the previous 5-year period. Early next year, you will receive a package that introduces Continuing Competence (CC), which will soon be part of the mandatory process of self-regulation for nurses.

The Yukon and Newfoundland are the last areas in Canada to institute this type of program. YRNA Executive Director Patricia McGarr was a part of the *National Working Group for Continuing Competence for Registered Nurses*. That group produced a document in 2000 that established a national framework for CC programs for Canadian nursing.*

Since June of this year, a committee of 4 RNs** have been working to develop a CC program for the Yukon that will work for the individual nurse, the public and the registering body.

We have reviewed the programs in use across Canada and have chosen to keep the Yukon program straightforward and simple to implement and understand.

Upon approval from the YRNA Board of Directors, the committee will move forward with a program that will require nurses to reflect on the standards of care, identify learning goals, show how they achieve their goals and implement

acquired learning. In addition to this, each member will be required to keep a portfolio for gathering certificates, achievements, personal notes and items which pertain to the his/her own professional development.

Continuing Competence activities will be mandatory for yearly registration renewal and will be reported as part of that annual process. Each year the registering body will audit a percentage of the nursing membership for completion of

We are seeking to develop a program that is flexible, adaptable and includes formal, informal, traditional and non-traditional learning activities...(to)...be effective for all nurses within the varied paths they have chosen for their careers.

their learning goal, and the development of their portfolios. The information gathered, which is confidential, can also help YRNA to identify areas of development, need and of interest.

In November, Cathy Bradbury and I attended the annual *Continuing Competence For Professionals Conference* in Toronto to see what other health professionals such as Occupational Therapists, Physio Therapists, Dietitians, Radiologists, Lab Techs and other nursing bodies from across the country, are doing in their CC programs. The conference has given us an idea of how these programs are working in other jurisdictions. It also gave us some food for thought with regard to collecting information and what to do with that information. We are seeking to develop a program that is flexible, adaptable and includes formal, informal, traditional and non-traditional learning activities. We want to focus on how this program can be effective for all nurses within the varied paths they have chosen for their careers. We will be looking forward to your feedback.

Focusing on our practice in a positive way can help us to become consciously competent. By developing a learning plan that is based on the *Standards of Practice* document, we can ensure that we are more aware of the standards that guide our care. We can then make supported decisions for safe, competent and ethical care. Not only can we help to advance knowledge, we can share that knowledge and have some great discussions about the amazing profession we are in.

Portfolios that pertain to our career experiences and developments as a registered nurse can also be powerful tools. They allow for reflection on our practice through the telling of our stories. We can validate the day-to-day experience of our work and reflect on the insights and growth gained throughout our careers, from novice all the way to expert.

Overall, we know that the competence of Yukon nurses is high. With new advances in care it is essential that we continually update our knowledge. Continued competence is, to a large extent, about measuring something we already do. It is about documenting our continued formal and informal learning, a process that will ultimately benefit the people we care for and allow us to continue to earn their trust.

Susan Walton R.N

*Refer to *NurseOne* (www.nurseone.ca) for more information or to download the PDF version of *The National Framework for Continuing Competence Programs for Registered Nurses*.

**The committee members are Wanda Aschacher, Lori Strudwick, Susan Walton and the YRNA staff representative, Catherine Bradbury.

The Gift of Mentoring

by Priya Chetty, RN

A startling statistic: More than 50% of new graduate nurses leave their first nursing position within one year of practice.¹ Research reveals nurses leave positions when they are unable to successfully integrate into an organization. The cost of departures is enormous, fiscally for the organization, and emotionally for the novice nurse.

Mentorship programs benefit an organization by increasing employee satisfaction, retention, and productivity.² In addition mentoring provides a career path for leadership development, and career planning. Mentoring programs in health care also support the delivery of quality care.

Mentorship is seen as a means to attract, develop, support and retain the nurses needed to provide accessible, sustainable, quality health care services that contribute to positive health outcomes for Yukon residents. As such, through the Health Human Resources Strategy, the Government of Yukon has directed funds for the development of a nurse mentorship program.

This mentorship program is being designed to meet the unique needs of the Yukon. The goal of the program is to train mentors who will in turn support nurses who are new to a nursing practice by providing them with the skills and knowledge necessary to build confidence and competence in practice.

Progress is well underway. A working group is in the process of developing tools, such as core competency and learning plan documents needed to support the mentoring of nurses. A mentor training and skill development workshop is being planned for the spring, and we are currently in the process of receiving applications for nurses interested in mentoring. Initially, men-

torship will be supported in the three major nursing workplaces in the Yukon, Whitehorse General Hospital, Community Nursing and Continuing Care. Discussions will soon be underway about extending the program to smaller work units such as Yukon Communicable Disease Control and Mental Health Services.

One of the greatest gifts a new nurse can receive is that of walking into a positive work environment, supported by someone willing to share their skills and knowledge. As we approach the holiday season it seems appropriate to look at mentorship from the perspective of a gift – both given and received.

Mentors provide a sense of vision for new nurses. When mentored, mentees receive guidance and support to develop competencies for practice in a particular area of nursing. Mentors assist in navigating the unit and the organization's maze of networks, politics, policies and procedures. They empower new nurses so that they feel supported in their growth. Through mentoring, mentees learn to expand their leadership abilities, make valuable contacts and build networks within the organization. Mentoring is essential to developing well rounded, professional and competent nurses. These early experiences of the novice nurse help to shape and guide their future practice, years down the road.

In return, mentors benefit in being able to share their expertise with another person. In mentoring, they prove themselves as valuable leaders and resource contacts. They are able to further cement their knowledge within their practice area and continue in their commitment to professional development as they stay on the cutting edge of new learning. Mentoring also facilitates

the mentor's personal development through ongoing reflection of their own beliefs, practices, ideas and values.

Organizations benefit in innumerable ways, including increasing job satisfaction, levels of staff, making use of the expertise present in the organization, and through mentorship, environments of collegiality and support are fostered.

To be a nurse mentor, as with any profession, requires desire and skill. Mentor characteristics are specific. They include both personal and professional abilities and qualities.

Mentoring is truly one of the greatest gifts not only for the mentee, but also for the mentor, and organization. It's a gift that knows no bounds, and a gift that produces one of the greatest returns on investment. Benjamin Disraeli (1804 – 1881) said it best: *"The greatest good you can do for another is not just share your riches, but reveal to them their own"*.

If you are interested in the mentorship program and would like more information, please contact Priya Chetty, Nurse Mentorship Coordinator, at: 456-6133, or email: priya.chetty@gov.yk.ca.

If you are interested in mentoring, application forms are available through your nurse managers and / or staff development educators. The deadline for this current applicant search is December 11th, 2007.

References:

¹ North, A., Johnson, J, Knotts, K., Whelan, L. Ground instability with mentoring. Nursing management, February 2006. pp. 16- 18. Retrieved October 30, 2007 from www.nursingmanagement.com

² Triple Creek Associates. Benefits of mentoring. 2007. Retrieved November 13, 2007 from www.3creek.com



YRNA Christmas Hours

The YRNA office will be closed over the Christmas period from noon on Friday, December 21st through January 2nd. The office will re-open for normal business on Thursday, January 3rd.





Registered Nurse Education Funds

The Education Fund Review Committee met on November 21st to review applications received by the October 31st deadline. Letters advising applicants of the funding which has been approved for them are now en route.

This funding, which is available to Yukon RNs for continuing nurse education, specialty nurse education and nursing refresher programs, is provided by the Department of Health and Social Services and administered by the Yukon Registered Nurses Association. More information about the criteria and guidelines for the education funding can be found on the website at www.yrna.ca or by calling the YRNA office at 867-667-4062.

The next deadline for funding applications is January 31st. Applications received by that deadline will be reviewed by the committee in February, and applicants can expect to receive notice of funding approvals in late February or early March.

THANK YOU TO

... Jackie MacLaren, RN for her presentation at the YRNA Coffee Talk about the Residential School Compensation Settlement and the effect it may have on front line health workers.

... David Hersey, RN for laying the wreath on behalf of YRNA and all Yukon RNs at the Remembrance Day Ceremony in Whitehorse.

CONGRATULATIONS TO

... Nicole Deneault, RN and Jolanta Hartleb, RN who both recently obtained their baccalaureate degree.

... Bea Felker, RN and Jocelyn Swan, RN who were recipients of the 2007 Premier's Award of Excellence.

Registration Renewal

Individual registration renewal forms will be mailed to all YRNA members in late January. As approved at the 2007 Annual General Meeting, registration fees will increase by 3% over last year's rates.

To ensure continuous registration beyond March 31st, RNs are asked to return completed renewal applications with a cheque or money order for fees to the YRNA office by March 1st.

If your address is changing, please be sure to let us know so that we can update our files prior to the mail-out.

Public Representative on YRNA Board

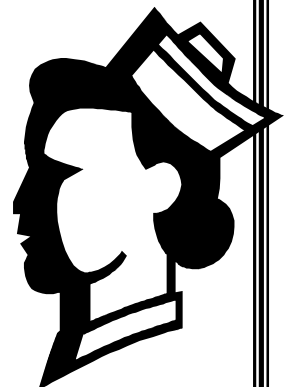
YRNA will be looking for a public representative to sit on its Board beginning in April 2008. This is a volunteer position with a 2 year term which can be renewed for an second 2 year term.

If you know of anyone who might be interested in working with YRNA in this position, please contact the office at 867-667-4062.



Yukon College Health Programs Department is anticipating the hiring of both **Term and Sessional Instructors** for the Home Support Worker/ Nursing Home Attendant program and the possible offering of a Practical Nurse Diploma program.

If you are interested in teaching opportunities, contact Patricia McClelland at 668-8852 or pmcclelland@yukoncollege.yk.ca for more details.





Yukon Registered Nurses Association

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NOMINATION FORM

DATE: _____

I, _____, agree to run for the position of

Given Name Surname

NOMINEE:

NOMINATED BY:

Signature

Signature

Printed Name

Printed Name

ALL NOMINATIONS MUST:

- be for a Registered Nurse resident in the Yukon
- be made by a Registered Nurse
- include the signature of both the nominee and the nominator
- be received at the YRNA office in writing no later than FEBRUARY 1, 2008.

PLEASE SEND THE COMPLETED FORM TO:
YRNA Nominations Committee
c/o the YRNA office at the address above.



Moving? Please let us know . . .

Name: _____

NEW Address: _____

Postal Code: _____ Phone: _____

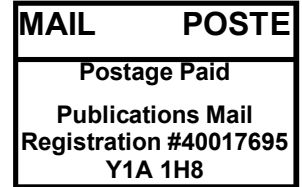
Old Address: _____

Send to:

YRNA, 204—4133—4th Avenue, Whitehorse, Yukon Y1A 1H8
Phone: 867-667-4062 Fax: 867-668-5123 e-mail: yrna@yknet.ca

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Coming Events . . .

- Jan 25-26, 2008 ALARM Obstetrical course. High Country Inn. **Whitehorse**. Contact Christina Sim at BorealisBirthServices@northwestel.net or 867-456-2959.
- Feb 12-14, 2008 Accelerating Primary Care Conference. Edmonton. www.capitalhealth.ca/primarycare.
- Feb 25-28, 2008 3rd Annual Conference on Enhancing Safety in Home, Community and Long Term Care. Edmonton. e-mail: safety@BUKSA.com; <http://www.buksa.com>; 1-866-436-0983.
- March 1, 2008** ALL REGISTRATION RENEWAL forms should be returned to YRNA to ensure continuous registration for the new registration year beginning April 1st.
- Apr 1-2, 2008 5th National Learning Series for Safer Healthcare Now. *Building Momentum for the Future: Taking the Next Step in Patient Safety*. Winnipeg. westernnode@saferhealthcarenow.ca.
- Mar 31-Apr 4, 2008 BFLRC/INFACT Canada Lactation Management Course. High Country Inn. **Whitehorse**. Limited Seating. Contact Christina Sim at BorealisBirthServices@northwestel.net or 867-456-2959.
- May 23, 2008 'Welcome Baby Softly' One Day conference. Keynote Speaker Isabelle Cote, President of CLCA. This conference will be of special interest to nurses working with new moms—public health and post partum staff and anyone interested in breast feeding. Red Deer, Alberta. For more information, contact C. Woods at cwoods@dthr.ab.ca or 403-783-4604"
- Jun 15-18, 2008 Canadian Nurses Association Biennial Convention. *Be the Change*. Ottawa. www.cna-aicc.ca
- Aug 14-16, 2008 Aboriginal Nurses Association Conference and Annual General Meeting. *Embracing the Diverse Roles of Aboriginal Nurses*. Halifax. 866-724-3049 (toll free); www.anac.on.ca.
- Sep 17-20, 2008 5th International Nurse Practitioner/Advanced Practice Nursing Network Conference. *Leadership in Advance Nursing Practice: Maximizing Health, Celebrating Collaboration and Promoting Innovation*. Toronto. E-mail: inpapnn2008@meet-ics.com Web: www.inpapnn2008.com