



June 2010

# Nurses' Notes

Newsletter of the Yukon Registered Nurses Association

## MESSAGE FROM THE PRESIDENT

**Peggy Heynen, RN**

Following is the report delivered by President Peggy Heynen at the 2010 Annual General Meeting on April 17th.

As usual the year seems to have gone by in a flash and it's again time for our Annual General meeting. And, also as usual, it's been a busy year at YRNA.

One of our big accomplishments has been the passing of legislation for nurse practitioners (NPs) in the Yukon. This ends a chapter of years of hard work but it in turn opens a whole new chapter. Much work lies ahead in developing the regulations and implementing the nurse practitioner role. A Nurse Practitioner Advisory Committee has been formed consisting of the Registrar, two Yukon registered

nurses who are qualified as nurse practitioners in other

jurisdictions, a pharmacist and a physician. This committee will work together, offering their expert advice, to come up with regulations to optimize the role of the NP and benefit the people of the Yukon. We very much appreciate each and every one for agreeing to be on this committee.

HINI was an extremely important issue that YRNA was very involved in. Yukon nurses, both active and retired, rallied together to make what could have been a very trying and difficult time go as smoothly and calmly as could be expected. Of course we as nurses couldn't have done it alone. We sincerely thank all our professional colleagues and untold numbers of volunteers for their involvement as well. Sadly, we did have three deaths in the Yukon and our condolences go out to those families.

New models of care may be coming to several of our places of work as a result of the newly legislated NPs and the

broader scope for the licensed practical nurses (LPNs) being educated here in the Yukon. These changes can, and have, caused some concern among nurses who are now unsure of their role and how we can all fit together. I am confident that as we work together and keep ourselves well informed to understand the differences, we can make the transition. As Barbara Fry, clinical nurse manager and author says, "*The best way to predict the future is to create it.*" We need to play an active part in creating our future in these times of change.

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The announcement from the Yukon Hospital Corporation of two new hospitals, one in Watson Lake, the other in Dawson City, is another excellent example of where nurses need to be involved in creating their future. Nursing is a vital factor in running a hospital so get involved, be informed, make your voice heard. YRNA has established a good working relationship with Joe MacGillivray, Chief Executive Officer at Whitehorse General Hospital and hopes to continue this as these projects progress.

With all that said and realizing that it has been a busy year for our staff at YRNA, our "Coffee Talks" have suffered. Let's fix that.

We'd like to hear from you, the members. What's on your mind? What would you like to know more about that YRNA could assist you with?

This is YOUR association. We are here to "advance professional excellence",

to assist and support you. Let's work together to make that happen in the interest of the public.

At the national level, being at the Canadian Nurses Association (CNA) Board table is an incredible experience. Having a voice, being heard, sharing information with nurses from all across Canada brings a new perspective to my world of nursing. Change is happening throughout the country and CNA is involved and active. CNA strives to be seen as the leader on nursing and health issues, both at the grassroots level and in the political arena, as is stated in their vision, "Registered Nurses: leaders and partners working to advance health for all".

In closing, I would like to again thank you for the honour of being your President. It has been a wonderful, enlightening, educational and fun experience. I look forward to the coming year of changes and welcome the opportunity to be involved in creating my future. As always, I encourage your feedback. Please contact me anytime at [president@yrna.ca](mailto:president@yrna.ca).

## INSIDE

- ◆ Report on the AGM
- ◆ The Nurse Practitioner Role in the Yukon
- ◆ Executive Director's Annual Report
- ◆ Annual Committee Reports
- ◆ Annual Treasurer's Report
- ◆ Upcoming FASD Symposium
- ◆ Hospice Yukon Workshop Information
- ... and more

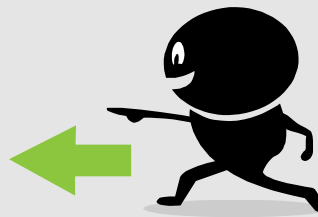


# Feeling a little LOST?

If you would like any guidance or have questions about the **Continuing Competence Process** (which is mandatory this year) please contact YRNA.

We have workplace champions and peer supporters waiting to help you. We can offer one-to-one support at a time convenient for you. Or, we can arrange telehealth sessions for those of you out in the communities. Remember to talk to your workmates too! Some nurses are forming groups to do the process together!

Contact YRNA ...  
Phone: 867-667-4062  
Email: admin@yrna.ca



## Two Surveys Underway

YRNA is helping to facilitate two research projects out of the University of Toronto. The first is one that all members should already have received and is about migration patterns of nurses within Canada. The second will be sent to 12 YRNA members who have been identified as working in critical care/ICUs in Yukon and will examine *Nurses' Assessment and Management of Pain in the Critically Ill*.

Please note that per YRNA policy, personal information about members has not been given to these researchers. As with all such studies, the survey materials are sent to YRNA by the research team. YRNA then labels and distributes the surveys to members who meet the study criteria.



## Registered Nurse Education Funds

The Education Fund Management Committee met in early May and reviewed applications for funding received by April 30th. In all, 32 applications were reviewed and a total of \$74,585 in funding was approved for Yukon RNs pursuing a variety of educational endeavours.

This funding to support continuing nurse education for Yukon registered nurses is provided by the Department of Health & Social Services and administered by YRNA.

The next scheduled application deadline is July 30th.

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

Check us out!

The YRNA newsletter is published four times a year. Publication dates are March 1st, June 1st, September 1st and December 1st. Deadline for submissions is the 1st day of the month prior to 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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### YRNA BOARD MEMBERS

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**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.

# REPORT ON THE 2010 AGM

Patricia McGarr, Executive Director

## Honourary Member Recognized

The high point of the Yukon Registered Nurses Association's 2010 Annual General Meeting was the presentation of Honourary Membership to Irene Sova during the evening reception held on April 16th. Irene nursed for 35 years in the Yukon, 30 of these as a public health nurse at Whitehorse Health Centre, prior to retiring in 2006.

Honourary membership is the highest award that can be bestowed by YRNA and it was noted by Peggy Heynen, President of YRNA, and other speakers that Irene is a very deserving recipient.

Irene's nominators for the award believe that she "left a legacy" at the health centre as she developed immunization programs and kept historical records on these programs which continue to guide the practice of public health nurses in the Yukon. Irene is greatly interested in the history of northern nursing and has compiled comprehensive archival material including a presentation which captures the essence of the spirit of the early nurses who worked in the Yukon. Her colleagues regularly refer to Irene as a historian and she is greatly valued as a mentor by the many nurses who she supported over the years.

Irene responded to the honours brought to her with warm words which illustrated her love of nursing and of the people that she has cared for during her career. As she talked about her work, she made it clear that, for her, nursing was "all about people" and she expressed her joy in caring for the children of people she had once cared for when they were children.

Irene was also recognized by special guests who attended the event. Rachel Bard, Chief Executive Officer of the Canadian Nurses Association, and Glenn Hart, Minister of Health and Social Services, acknowledged Irene's contribution to health care and the people of the Yukon. Irene was also given a certificate of recognition from MP Larry Bagnell, who was not able to be there, but who wanted to salute her long and dedicated service.

Friends, family and other guests were on hand to celebrate with Irene. It was noted that Irene, who has been responsible for many immunization initiatives during her career, came out of retirement last winter, in order to assist with the H1N1 immunization program.

## Business Meeting

The AGM also addressed a number of important business issues for the organization. In particular, the membership was

given the opportunity to examine and discuss recent legislative changes and approve Bylaws stemming from these changes, as outlined in the last newsletter. There was much invigorating discussion on these issues and the excellent attendance at the business meeting ensured that there was a quorum in place to vote on the important items that were presented for membership approval.

One resolution was presented, debated and passed which calls for YRNA to make every effort to conduct future AGMs in a way that maximizes the opportunity for nurses outside of Whitehorse to participate in the meeting via electronic means.

Three new Board members were welcomed to their positions: Donna Rowland as Treasurer; Barb Pollock as Member-at-Large; and Sylvia Riessner as Public Representative.



YRNA's newest Honourary Member Irene Sova (right) with Rachel Bard, Chief Executive Officer of the Canadian Nurses Association.

The Chief Executive Officer of the Canadian Nurses Association (CNA) was a special guest for the weekend meeting. In an address to the YRNA membership, she spoke of some CNA initiatives such as the *Primary Care Toolkit*; the vision paper *The Next Decade*; and the work the organization has been doing to look at options for RN prescribing. Rachel also provided information about CNA's proposed new governance structure and the strategic planning process that the CNA Board and senior staff have been engaged in.

## Afternoon Session

In the afternoon education session, a panel presented on *The RN Role in the Nursing Mix*. The members of the panel were Rachel Bard, CEO of CNA; Sue Starks, Co-ordinator of the Practical Nursing Program at Yukon College; Patricia McClelland, Instructor in the Health Programs at Yukon College; Sharon Specht, Manager of the Palliative Care Program; and Hazel Booth, Nurse in Charge, Teslin Health Centre who is a licensed NP in Ontario. There were many questions and comments from the floor and a general consensus that this is an issue that many YRNA members are discussing in their workplaces. In summing up, the following points were highlighted by Patricia McGarr who facilitated the session:

- There is a need for clarity about different nursing roles within organizations;
- Where models of care are changing, there is a need to clarify the RN role;
- The patient or client is, and must remain, the focus of care.

It was agreed that YRNA should work collaboratively with employers to provide information about the role of the RN and their leadership position in the nursing team.

# The Nurse Practitioner Role in the Yukon

by Catherine Bradbury, RN, BScN, Coordinator of Regulatory Programs

As you will already have heard, the Bill to amend the Yukon Registered Nurses Profession Act was passed in the legislature in December. Once proclaimed, the Bill will establish authority for YRNA to regulate nurse practitioners (NPs) in the Yukon.

Now that the time is really approaching when we will see NPs entering practice here, we thought it would be a good time to go over some of the information about the NP role and regulation, and to tell you what's happening now.

The Act establishes professional regulation of nurses in the Yukon. With these recent amendments, clauses have been added to enable NP regulation and authorize specific functions for the NP (diagnosing, prescribing etc) that are in addition to the scope of the RN.

Here are answers to some of the questions we are hearing:

## **Q: Now what? What's next in getting the NP role launched?**

**A:** Specific authorities to define NP practice will be in the Regulations attached to the Act. Work to set direction and draft the NP sections of the regulations is well underway. The work is being done by our new Nurse Practitioner Advisory Committee (NPAC), comprised of three YRNA members (one staff and two who are registered as nurse practitioners elsewhere), a physician and a pharmacist. As Chair, I have been very fortunate to have Sally MacDonald and Carol Yamada accept appointments to the committee, and equally lucky to work with YRNA members Anne Dietrich Bragg and Hazel Booth.

NPAC worked, as agreed, to develop schedules that would establish limitations on the activities of nurse practitioners. NPAC members were unanimous in supporting broad authorities with only those exclusions that were necessary and supported by clear rationale. For prescribing of pharmaceuticals, NPs will have a brief list of medications they cannot prescribe, and some they cannot initiate but may prescribe for maintenance. For ordering and interpreting lab and radiological investigations, performing procedures and so on, NPs will be limited largely by their individual competencies, based on education and experience.

## **Q: Where will NPs practice in the Yukon?**

**A:** Those of us who have worked for some years on the regulatory framework for the NP are anxious to see where the role will be implemented. We can certainly see potential in the introduction of the NP in many areas – health centres both in Whitehorse and our smaller communities, acute care, continuing care, mental health, addictions treatment and more.

YRNA and Health and Social Services are working collaboratively on organizing a first stakeholders' meeting, bringing together employers, other related professions, and personnel from within the health system. We hope to help

participants to understand the NP role and how it might be implemented in each program. It is also critical that we begin the work of identifying and addressing mechanisms that need to be in place to enable NP practice, as well as barriers that may exist in the current systems.

## **Q: What about RNs who might want to become licensed as NPs?**

**A:** As nurse practitioner regulation has been established across Canada, mechanisms for recognition and licensing of NPs have evolved. Some RNs who have worked for a significant period in broad, or "expanded" roles, like those in small Yukon communities, have been interested in pursuing NP licensure.

A requirement of regulation is that registration and licensure across the provinces and territories must be comparable, to ensure validity and mobility of the workforce. There are now national competencies for entry to NP practice which represent a Canadian regulatory consensus. The education and evaluation programs for NP practice are based on the competencies. Many jurisdictions developed PLAR (Prior Learning and Recognition) or SEC (Substantially Equivalent Competence) assessment programs for nurses with advanced knowledge and skills who seek recognition of their education and experience as appropriate for entry to NP licensure.

We have certainly heard anecdotally that these assessment programs were very robust; so much so that many nurses opted for an NP Masters program, feeling that a formal Masters was not significantly more onerous than the PLAR process.

YRNA will license NPs as we do RNs – based on a license granted by another province or territory. Several of our members have been supported in NP Masters programs through the YRNA continuing education funding; some have already graduated and are eagerly waiting to practice as Yukon nurse practitioners.

More questions? Call or email YRNA!

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# EXECUTIVE DIRECTOR'S REPORT

by Patricia McGarr, RN

(Reprinted from the 2009-10 Annual Report)

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## Mission Statement #1: ADVANCE NURSING EXCELLENCE

### Legislative Amendments

The Bill to amend the *Registered Nurses Profession Act* (the Act) unanimously passed third reading in the Legislative Assembly on December 14, 2009. Peggy Heynen and I were present for the final reading and the vote that subsequently took place and were acknowledged by the Minister of Health & Social Services and other MLAs present. A round of applause greeted the final vote.

Much of the focus during the revision of the Act has been on the establishment of regulatory mechanisms to support the practice of nurse practitioners. While many of the amendments are related to the activities that nurse practitioners will be able to perform and to the establishment of a Nurse Practitioner Advisory Committee which will assist with the development of Regulations, there are other items of importance that have been changed in the Act.

For many years, YRNA has had a consensual consent mechanism in place in our Professional Conduct Review program which handles complaints against members. This process was supported by a policy of the Board, but has now been established under the Act. This consensual complaint resolution process is the preferred way for handling a complaint, but in the event that a matter proceeds to a formal disciplinary hearing, that hearing must now be open to the public, unless the Discipline Committee orders that the public should be excluded from all or parts of the hearing. A reason why the committee might do this includes unreasonable invasion of patient privacy. This change to a hearing that can be open to the public meets the principle of transparency that is expected in bodies that regulate the practice of members of their own profession.

When the legislation comes into force, there will be a new requirement for employers to report to YRNA any action to limit or suspend practice of a registered

nurse based on evidence of unsafe practice.

Members will be discussing these and other changes at the YRNA AGM Business meeting on the morning of Saturday, April 17<sup>th</sup> as well as the proposed amendments to the Regulations and Bylaws resulting from amendments to the Act.

### Nurse Practitioners

The key section of the Act which provides authority for the practice of nurse practitioners states:

*Subject to regulations setting out exceptions, conditions or restrictions to be placed on the scope of practice of a nurse practitioner, a nurse practitioner is entitled to*

- (a) make diagnoses to identify diseases, disorders, or conditions;
- (b) communicate a diagnosis;
- (c) order or interpret screening and diagnostic tests;
- (d) select, recommend, supply, prescribe, or monitor the effectiveness of drugs and treatments; or
- (e) perform other procedures authorized by regulations.

These activities are similar to those set out for nurse practitioners in other jurisdictions and are in line with the Canadian Nurse Practitioner Initiative. Work is now fully underway to map out the scope of practice for nurse practitioners in the Regulations. YRNA has hired a contractor to draft the instructions for these Regulations and a multidisciplinary Nurse Practitioner Advisory Committee has been established by the Board to guide that work. The committee consists of three registered nurses, (one YRNA representative and two nurse practitioners), a physician and a pharmacist. We have received some financial assistance from the government to cover part of the costs of this work.

We continue to promote the need for government and employers to participate in the implementation of the nurse practitioner role. While YRNA can provide an advisory function for this work, it is government and employers who are responsi-

ble for developing positions and job descriptions so that nurse practitioners will be able to work in the Yukon. Initial meetings have been held to discuss this, however YRNA and qualified nurse practitioners in the territory feel that there is some urgency to move this forward.

### Continuing Competence Program

This year sees the launch of YRNA's Continuing Competence Program. Details of this can be found in the Nursing Practice Committee Report, however it is important to acknowledge the dedication and hard work of that committee. An intensive amount of thought and time has gone into this initiative over a period of three years to provide YRNA with a new regulatory tool to enhance RN practice in the public interest.

### Partners in Practice

YRNA has developed *Partners in Practice: a Newsletter for Employers of Registered Nurses*. This initiative is aimed at providing information to employers about YRNA's regulatory responsibilities, nurses' responsibilities and employers' responsibilities in supporting nurses to maintain their standards of practice. So far, three newsletters have been mailed to employers with accompanying documents such as the *Code of Ethics for Registered Nurses* and the *Standards for Registered Nursing Practice in the Yukon*. Posters related to these documents were also developed and sent out. The latest *Partners in Practice* provided an opportunity to inform employers about the new Continuing Competence Program and ways in which they could integrate this process into the workplace performance evaluation.

### Practice calls

Data related to practice consultation calls can now be collected on a computer-based program. We hope this will assist in tracking trends in practice issues in the territory.

### National Professional Standards

The Canadian registered nurse regulatory organizations have been collaborating

*(Continued on page 6)*

in an initiative to develop national professional standards which will be common across the country. This is one step to try to provide continuity in regulatory mechanisms across the country in the interest of the public and so that nurses and other stakeholders can have a good understanding of our regulatory principles. The project started in 2008. Five standards have been drafted and each has accompanying indicators. Each jurisdiction has done two rounds of consultation and after incorporating feedback, a wider consultation will take place. YRNA will provide all members with an opportunity to provide feedback. It is anticipated that this project will finish in 2010. It will then be up to each jurisdiction to decide at which time it will officially approve and adopt the standards.

### **Canadian Nurse Practitioner Exam Review: Core Competencies and Exam Blueprint**

The Canadian Nurses Association is currently reviewing and revising the Canadian Nurse Practitioner Exam. This exam was first established in 2005 and, like the Canadian Registered Nurse Exam, will be revised every five years to ensure that it truly reflects the practice of nurse practitioners and the situations facing them in the workplace. Lee Holliday has been the YRNA representative during this process which includes review of the competencies for nurse practitioners and the establishment of a blueprint for the exam. A consultation of Yukon stakeholders was facilitated last summer for validation of the core competencies and a second consultation is currently underway related to the blueprint.

### **National Council of Registered Nurse Regulators**

A new registered nurse regulatory group is in the early stages of formation in Canada. The National Council of Registered Nurse Regulators has been established by five of the provincial regulatory bodies in order to provide an infrastructure and forum for anticipating and responding to regulatory challenges and opportunities that occur across the country. At this time, the other seven regulatory organizations are exploring the possible benefits and constraints of joining this council.

### **Internationally Educated Nurses Fund**

With funds provided by the Department

of Health & Social Services, YRNA has been able to support two internationally educated nurses in their efforts to become qualified as registered nurses in Canada. This funding has now come to an end, however we hope that some financial assistance will be available from the government on a case-by-case basis to support integration in the workplace. YRNA may be able to play a facilitative role with this.

### **Mission Statement #2: PROVIDE LEADERSHIP**

#### **Social Justice Theme**

For the second year, YRNA adopted a theme for its fall newsletter. Inspired by the 2009 AGM and consequent discussions, *Social Justice* was the focus. By choosing this theme, we were able to highlight the role of the registered nurse as an advocate and in policy work in a wide variety of ways—from daily interventions for clients to environmental responsibilities to political engagement to overseas work in developing countries to regulatory responsibilities in the interest of the public. We invited a number of our members with expertise and experience in these areas to contribute to the edition. The response was enthusiastic and resulted in a high-quality, comprehensive publication.

#### **National Nursing Week**

An enthusiastic group of YRNA members has been planning celebrations for National Nursing Week which takes place this year from May 10<sup>th</sup> to 16<sup>th</sup>. Various workplaces will be holding awareness and educational events and the public will be informed and involved through print and radio media. A schedule of events will be available at the YRNA AGM.

#### **CNA Strategic Plan**

YRNA has been engaged in CNA's Strategic Planning for the years 2010 – 2014. The President has participated in a number of sessions in Ottawa as CNA moves towards mapping out its future mission, objects, goals and priorities. The Executive Director was a member of the Governance Task Force that provided the CNA Board with recommendations on a possible future structure for the Board and the organization. Paramount in the deliberations has been the concept that a strong, cohesive and collaborative voice is vital for nursing and is in the best interest of health care in this country. CNA will be releasing

details of its new strategic plan and direction in the coming months.

### **Mission Statement #3: PARTICIPATE IN THE DEVELOPMENT OF HEALTHY PUBLIC POLICY**

#### **Yukon Collaborative Care Project**

A territorial government committee has been meeting since last summer to advance collaborative care in the territory. The committee consisted of representatives of seven health professions and a number of staff from the Department of Health & Social Services and was facilitated by two faculty members from the College of Health Disciplines at the University of British Columbia. The work of this committee has just finished and a Cabinet Submission is planned to go forward with recommendations from the committee. The key messages that have been developed by the department from this project are:

- ◆ Focus of planning group is on improving patient access to coordinated, collaborative care. All members of the group, including family physicians, support planning that recognizes the integral role of physicians and also includes other health practitioners working together in enhancing patient care
- ◆ The group recognizes that improved collaborative care can occur in a number of ways, that several elements could improve Primary Health Care for Yukoners including:
  - Enhance Chronic Disease Management initiatives
  - Improve links among primary care providers and other parts of the system, such as mental health, addictions and rehabilitation services, in Whitehorse and in rural Yukon.
  - Identify gaps in current services
  - Develop new service options to better serve the needs of Yukoners on areas where gaps currently exist.
- ◆ Measuring outcomes is seen as important in order to know whether we are making a difference. Indicators of success, as well as the ability to collect and analyze them will be important in determining outcomes and the practices that support improved outcomes,

## Protect Yourself and Your Drink Campaign

At last year's AGM a resolution was presented that YRNA should endorse the *Protect Yourself and Your Drink Campaign*. This is an initiative sponsored by the Yukon Government and Yukon College. In May, YRNA was asked to attend and speak briefly at the launch of the campaign. Our participation and official support of the campaign was recognized and appreciated by the organizers and others in attendance.

## HINI

The country was caught up in the drama of HINI this past year as multiple debates took place regarding issues related to immunization and preparation for a pandemic situation. In the Yukon, the immunization program went relatively smoothly and there have been many tales regarding the social nature of the immunization clinics. YRNA wrote a letter to the Editors of both newspapers to congratulate all who had contributed to the success of the campaign in the territory—over 50% of the population received immunizations.

YRNA met with the Medical Officer of Health to discuss potential concerns and issues in order to be prepared for a variety of scenarios. We took the proactive step of contacting recently retired and non-practising members to enquire if they would be willing to re-activate their membership in order to assist with immunizations and possible consequences of the territory being hit hard by a high sickness rate. We had a very good uptake on that from the nurses contacted and employers appreciated the ease with which they were able to recruit additional staff during that period.

## Review of Yukon Health Care Program, Delivery, Funding and Sustainability

Last year, we reported that YRNA had participated in the governments *Review of the Yukon Health Care Program, Delivery, Funding and Sustainability*. Since then, a second stage of consultation has taken place with the Yukon public and YRNA was invited to name a representative to the committee tasked with this job. Colleen Wirth agreed to take on this role. YRNA was again asked to present in this second round of consultation. We decided that we would enlarge on the messages that we had given in the initial submission which focused on a publicly funded health care system; quality health care; timely and appropriate access to care; workload and fatigue; leadership within the health care system; recruitment and retention; and an integrated approach to health and social services. We also challenged the committee to visualize what health care would really look like ten years from now and proposed that the realities and nuances of technological advances are not properly factored into predictions and planning. A final report from this process is yet to be released.

## Health Information Access Legislation

The Yukon Government is moving forward to develop legislation in the area of personal health information. This legislation will provide patients with more control over their personal health information. I have been involved in the reference group which has been examining the issues to be addressed in this legislation. The work of this group will shortly be coming to an end and a consultation document will be developed. All Yukoners will have an opportunity for input.

## Auditor General

The Auditor General is currently auditing the Yukon Department of Health & Social Services. YRNA was interviewed as a stakeholder and given the opportunity to provide input on a variety of issues related to its relationship with the department and the work of the department.

## Mission Statement #4: PROVIDING INFORMATION ON ROLES AND RESPONSIBILITIES TO THE PUBLIC AND TO COLLEAGUES

### Legislative Initiatives Related to Health Professions

Regulations to regulate the practice of psychiatric nurses were approved in the fall and there are now some registered psychiatric nurses practising in the Yukon. YRNA participated in consultations related to changes in licensed practical nurse regulations. The Yukon Government is in the process of circulating a consultation paper on the possibility of regulating midwives.

### Camosun College Nursing Students

For a second year, the Yukon saw a group of students from Camosun College in B.C. engaged in practicum in the Yukon. YRNA participated in an information session with them and it was inspiring to hear some of our Yukon nurses speak with passion about their work. It was also inspiring to hear from the students about their experiences here and elsewhere and of their hopes for the future. A number of students expressed interest in eventually working in the Yukon. Another group of Camosun students will be arriving in May for practicum experiences.

Respectfully submitted,  
Patricia McGarr, RN  
Executive Director

[www.cna-aiic.ca](http://www.cna-aiic.ca)  
Canadian Nurses Association

nurseONE.ca

Canadian Nurses Protective Society  
[www.cnps.ca](http://www.cnps.ca)

### 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](mailto:yrna@yknet.ca)

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# COMMITTEE REPORTS

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(Reprinted from the 2009-10 Annual Report)

## REGISTRATION COMMITTEE

The members of the Registration Committee are Mary Beth Sennett, Andrea Mainer, Kathryn Hansen and myself, Catherine Bradbury, serving as Chair.

The Registration Committee met once in person over the past year to provide guidance regarding an initial registration application that was not straightforward. In this case, the most recent employer declined to provide a required reference indicating the existence of practice concerns about which the employer was unwilling to go "on the record". The Committee recommended an alternate reference mechanism, but in the end the applicant declined to pursue registration.

The Committee has also reviewed via email a request for license renewal for a member who has been unable, due to special circumstances, to accrue sufficient practice hours to qualify for renewal. In such situations, the Regulations authorize the committee to accept related activities, such as education or committee work, as equivalent to practice.

Committee members' busy lives meant the review of the 2010 application form was conducted through email. This method works when needed, though sometimes we feel it doesn't allow for the same level of dialogue and engagement as face to face discussions.

Over the next years, the Registration Committee will join members of the Nursing Practice Committee in the annual peer audit of our members' Continuing Competence Process documents. This will, I hope, bring an interesting new aspect to the work of the Registration Committee.

Respectfully submitted,  
Catherine Bradbury, RN  
Chair, Registration Committee

## NURSING PRACTICE

This has been a very productive and rewarding year for the Nursing Practice Committee. Members of this committee are Wanda Aschacher, Lori Strudwick, Catherine Bradbury (Staff Advisor), and myself, Susan Walton, as Chair.

In the spring of 2009 a draft of the Continuing Competence Process (CCP) was sent to all our members for perusal and feedback. It was well received and we did get a lot of feedback which is reflected in the final document – thank-you!

Various workshops on the CCP at Whitehorse General Hospital, Copper Ridge and Community Nursing were well attended and we found that once most people were walked through the process it was not so daunting a task as first imagined.

The 2009 Nursing Practice meetings culminated with sending the final document off to the printers. Each practising member with YRNA will have received one this year—complete with a folder to hold the various goals, certificates, papers and receipts for each individuals learning plan throughout the year. Our finished product is a comprehensive, compact document that is user friendly.

In 2010, as we roll out the CCP, we will continue to assist and guide our members through the process via workshops and one-to-one meetings. Our focus for the upcoming year will be on gathering together a committee whose task it will be to review the Continuing Competence submissions.

Please remember that the Continuing Competence Process, like our yearly registration, is mandatory.

Respectfully submitted,  
Susan Walton, RN  
Chair, Nursing Practice Committee

## COMPLAINTS COMMITTEE

Joanne Paré, Dwayne MacDonald, Cynthia Armstrong, John Wright (public representative), and I continue to serve as members of the Complaints Committee. Catherine Bradbury, Coordinator Regulatory Programs, provides invaluable staff support.

There were no new complaints brought forward to the committee in 2009-10. At the beginning of this year, there was one case pending. That complaint was resolved utilizing the consensual resolution process and resulted in a monitoring agreement. In addition to that case, there are currently two other ongoing monitoring agreements in place, one of which is due to be completed over the course of the next year.

The Complaints Committee serves a necessary purpose. The privilege of self-regulation comes with the responsibility that **nurses regulate the practice of nurses** in the interest of the public. Every complaint deserves careful attention and vigilant adherence to the principles of the PCR process which include public interest, fairness, transparency, jurisdiction, and administrative efficiency. I thank Joanne, Dwayne, Cynthia, John & Cathy for their continued commitment to this process and to the professional manner in which they approach the responsibility.

Respectfully submitted,  
Donna Rowland, RN  
Chair, Complaints Committee

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## DISCIPLINE COMMITTEE

For the registration year 2009-2010, the Discipline Committee was not active. The current committee members are Koreen Rix, Nancy Kidd, Dawn Lammer, and Sharon Specht (Chair). This committee is looking for another member and Chair with Sharon's resignation.

Respectfully submitted,  
Sharon Specht, RN, Chair, Discipline Committee



## **NOMINATIONS COMMITTEE**

A Nomination Committee was not formed for this year's nomination process. Staff and Board were active in recruitment.

A call for nominations went out in the December 2009 Nurses' Notes. Positions to be filled were: Treasurer; and two Members-at-Large, (at least one of whom must be from Whitehorse).

One nomination was received for Members-at-Large (Whitehorse) and Susanne Nageli has been acclaimed to this position. Two nominations were received for the other Member-at-Large position. However, one of these has now declined the nomination and therefore the other person, Barbara Pollock has been acclaimed.

There were no nominations for Treasurer and so this position will need to be filled by nomination from the floor of the AGM in April.

The position of Public Representative was advertised in January in both newspapers. Sylvia Riessner has been appointed to this position and will commence her term in April 2010.

Respectfully submitted,  
*Patricia McGarr, RN*  
Executive Director

## **EDUCATION FUND MANAGEMENT COMMITTEE**

2009/2010 marks the 9th year that YRNA has administered the education funding provided by Yukon Health & Social Services as a part of that department's RN retention strategy.

As a result of a re-alignment of responsibilities among YRNA office staff, I took on the administration of the funds and chairmanship of the Education Fund Management Committee mid-year. Catherine Bradbury continues to serve as a committee member along with Kevin Easton, Diane Binns, Maureen Crill and Christina Sim.

The committee met 5 times and reviewed a total of 106 applications for funding. \$249,000 in funding was approved covering educational endeavours ranging from one day courses/conferences to completion of Masters programs.

Beginning in 2010, the education monies will be considered one fund rather than three separate funds as in past years. This will make the administration and financial reporting much easier. In preparation for this consolidation, the committee reviewed and revised the fund guidelines and application form. Copies of these revised documents were sent to all members in the February newsletter.

I would like to thank the committee members for their time, expertise and vigilance on this active committee.

Respectfully submitted,  
*Laurie Hiding, Chair*  
Education Fund Management Committee

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# **TREASURER'S REPORT**

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(Reprinted from the 2009-10 Annual Report)

Here is a review of operations for the YRNA for the year ending December 31, 2009.

Membership numbers were up this year, providing a \$12,622 variance in registration fees and \$2,000 in processing fees. We had a slightly higher than anticipated return on investments resulting in a variance of \$2,819. In addition, we received some special project funding, in the amount of \$26,640, for use in the Regulation Revisions Project. In total, our 2009 revenues were \$45,431 above our anticipated budget.

And now, on to our expenditures.....

Less than expected was spent in the following categories: advertising, AGM, Board/Committee, insurance, work plan initiatives, telephone/internet, travel, and wages. Work Plan Initiatives will continue on into 2010 and funds not spent in 2009

on these projects will be used in 2010 to advance work in these important areas. Please refer to the "Comparison of 2009 Budget to 2009 Actual Expenditures" on the next page for a complete listing of the amounts in each category.

More than expected was spent on affiliation fees, depreciation, newsletter production and mailing, office expenses, professional fees, PCR expenses, and in Regulation Revision. As previously noted in the revenue section special funding was received, and expended, to cover the initial costs related to rewriting the Regulations pursuant to the revision of the Act.

In total, there was surplus of \$40,754 for the year 2009. It is important to note that this surplus figure includes \$10,000 from 2009 revenues that has been invested in the PCR fund. To meet the Auditor's accounting and reporting requirements this investment can-

not be considered an expense, and thus it is included in the surplus reporting even though the \$10,000 has been transferred to our PCR investments and is not available for use as surplus revenue.

There are several important points to consider as relates to budget categories for 2010 and beyond. Insurance costs will be increasing due to an increase in the cost of Directors and Officers Liability Insurance, and future rent costs may change as this is the last year of our current 5 year office lease. There will also be costs associated with the completion of the Regulation Revision project, and costs related to Nurse Practitioner implementation. Surplus revenue from 2009 will be applied directly to these anticipated costs.

Respectfully submitted,  
*Andrea Mainer, RN, BSN*  
Treasurer

## COMPARISON OF 2009 BUDGET TO 2009 ACTUAL EXPENDITURES

REVENUE	Budget	Actual	Variance	Explanation of Variance
Membership	183,375	195,997	+12,622	Higher membership numbers than expected.
Processing Fees	3,000	5,000	+2,000	Higher revenue due to more new registrants .
Interest	6,000	8,819	+2,819	Higher return on investments than budgeted.
Admin. Fees	31,500	32,850	+1,350	Additional administration fee for IEN funding.
Reg. Revision Funding	0	26,640	+26,640	Special project funding. Not budgeted.
<b>TOTAL REVENUE</b>	<b>223,875</b>	<b>269,306</b>	<b>+45,431</b>	Operating revenues higher than budgeted by \$18,791 plus government special project funding of \$26,640 not budgeted.
<b>EXPENDITURES</b>				
Affiliation Fees	24,093	26,631	+2,538	Higher affiliation fees due to higher membership.
AGM/Donations	2,600	2,160	-440	Slightly lower cost than budgeted
Advertising/PR	700	45	-655	No newspaper advertising; limited PR expenses.
Board/Committee	300	93	-207	Lower costs than budgeted.
Depreciation	1,000	1,355	+355	Higher than budgeted due to new equipment purchased.
Insurance	1,880	1,612	-268	Slightly lower than budgeted.
Newsletter	1,500	1,917	+417	Larger publications; limited advertising revenue.
Office Expense/Misc.	4,650	6,628	+1,978	Over budget due primarily to increased postage expenses and equipment maintenance costs
Professional Fees	3,200	8,500	+5,300	Cost of financial audit higher than budgeted; slightly higher legal fees than budgeted.
Rent	13,920	13,560	-360	Parking space rental included in Wages & Benefits.
Work Plan Initiatives	13,400	5,555	-7,845	Progress on some projects did not advance as quickly as expected. Costs will be carried into new year.
Reg. Revision funding	0	26,640	+26,640	Special funding provided by H&SS to cover initial costs related to rewriting Regulations pursuant to revised Act.
Telephone/Internet	4,500	3,997	-503	Some retro-active savings reduced annual cost.
Travel	5,500	2,149	-3,351	Most travel now covered directly by CNA.
Wages & Benefits	136,482	134,029	-2,453	Under budget due to slightly less than maximum hours worked. Christmas closure is unpaid time.
PCR Fund Growth	10,000	10,000	0	Money invested into long term PCR fund. [NOTE: This is not truly an 'expense' as the money is reallocated within YRNA assets and not actually 'spent.']
PCR Expense	0	1,475	+1,475	Not budgeted. Expenses will be recovered through PCR investments.
<b>TOTAL EXPENSE</b>	<b>223,725</b>	<b>246,346</b>	<b>+22,621</b>	Expenditures for operations lower than budgeted by \$4,019 plus unbudgeted Regulation Revision expenses of \$26,640.
<b>PROFIT (LOSS)</b>	<b>150</b>	<b>22,960</b>	<b>+22,810</b>	
PLUS PCR Growth Funds		10,000		This was a budgeted item but is not actually an expense.
PLUS Net unrealized gains on investments (per auditor)		<u>7,794</u>		This is an adjustment to investment values at year end made by the auditor.
<b>EXCESS OF REVENUES OVER EXPENDITURES</b>		<b><u>40,754</u></b>		

NOTE: Financial Statements for the year ending December 31, 2009 were prepared by MacKay LLP and are available from the YRNA office upon request.

2010 FASD Symposium, September 28 & 29, 2010

# WALKING TOGETHER

connecting practice & research to create change

The Yukon will host a symposium on topics related to Fetal Alcohol Syndrome Disorder (FASD) on September 28, 29, 2010 in Whitehorse. About 150 people will gather to learn and discuss how to prevent FASD and how to effectively support people affected by FASD.

The objectives of the symposium are:

1. To provide opportunities for participants to share and learn about positive approaches (success stories) and current research aimed at preventing FASD and supporting people affected by FASD.
2. To promote dialogue and build relationships amongst people with FASD, those supporting people with FASD, decision-makers, researchers and others in order to foster networks of support, information sharing and links between research and practice.
3. To celebrate successes, inspire hope and spark individual and group commitment to try at least one thing differently as a result of the symposium.

A dozen researchers and professionals from outside of the Yukon will speak at the symposium including Dr. Sterling Clarren who is renowned for his work in this area. A larger number of Yukon presenters will talk about successful approaches to supporting individuals affected by FASD including families and caregivers. Workshop topics include:

- Wholistic approach to preventing FASD
- Supporting families and building circles of support
- Supports for youth transitioning to adulthood
- Using pictures as communication aides
- Practical ways to support people with FASD in the workplace
- Supported housing models
- Success stories – working with students with FASD in the classroom
- Working with pregnant women and birth moms who struggle with their use of drugs and alcohol
- Collaborating for change in the justice system
- Celebrating creative talents of people with FASD


There will be opportunities throughout the symposium to talk about how we can use this information to make changes to the way we do things in the Yukon.

The conference is free to all except employees of government (federal, municipal, First Nation and Yukon government). For those workers, the fee is \$150 until August 1 and \$200 after that date. A limited number of travel subsidies are available for members of the general public and Yukon First Nation representatives living outside of Whitehorse.

The symposium will be held at the High Country Inn and Convention Centre. Registration will start in early June and a link to registration will be placed on the Health and Social Services website.  
[www.hss.gov.yk.ca](http://www.hss.gov.yk.ca)

The symposium is being sponsored by the Canada Northwest FASD Partnership and Yukon Government in partnership with Fetal Alcohol Syndrome Society of Yukon, Child Development Centre, Challenge Vocational Alternatives, First Nation Health Program (WGH), Council of Yukon First Nations and Yukon College.

For more information contact Jan Langford: [jan.langford@gov.yk.ca](mailto:jan.langford@gov.yk.ca) or phone 867-667-3674.



Hospice Yukon invites you to our grief groups

<p><b>Art / Journaling Day</b></p> <p>Summer 2010</p> <p>~ dabble with words and paint as you explore your grief &amp; healing journey ~</p>	<p><b>Discussion Group</b></p> <p>Fall 2010</p> <p>~ find support and connection with others who are also experiencing loss ~</p>	<p><b>Grief Walking Group</b></p> <p>Tuesday evenings, June 1 - 29</p> <p>~ talk and walk along the Millennium Trail ~</p>
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**Living With Loss ~ Introduction to Healthy Grieving**

Thursday, September 23 from 6:30 pm to 8:30 pm

As professional caregivers, it is a good educational refresher to attend this workshop. Other professionals have found it beneficial for both their professional and personal lives. This workshop gives an understandable overview of the grief process and is applicable to our lives on many levels.

The evening will include an overview of Hospice Yukon services, information about healthy grieving and the importance of self care. You will receive a handout package that will be helpful to you and those you support. Please be aware that this is a grief education session and not a grief support group.

Contact us for support, more information or to register for groups.  
667-7429 or e-mail [administrator@hospiceyukon.net](mailto:administrator@hospiceyukon.net)  
409 Jarvis Street, Whitehorse, Monday to Friday 11:30 am to 3:00 pm

## ***Yukon Registered Nurses Association***

204—4133—4th Avenue  
Whitehorse, Yukon Y1A 1H8  
Phone: 867-667-4062 Fax: 867-668-5123  
E-mail: admin@yrna.ca Web: www.yrna.ca

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Y1A 1H8**

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## ***Coming Events . . .***

- Jun 7—9, 2010      CNA Biennial Convention. *Innovation in Action: The Power of Nursing*. Halifax. Contact: Debbie Ross, 800-361-8404 ext. 214; cna-aiic.ca
- Jun 14-16, 2010      International Clinical Nursing Research Conference. University of Ottawa. [www.health.uottawa.ca/sn/se/conf2010.htm](http://www.health.uottawa.ca/sn/se/conf2010.htm).
- June 16-19, 2010      4th National Community Health Nurses of Canada Conference. Toronto. Information: [www.chnc.ca/nursing-conference-general-info.cfm](http://www.chnc.ca/nursing-conference-general-info.cfm). Register: [www.chnc.ca/nursing-conference-registration.cfm](http://www.chnc.ca/nursing-conference-registration.cfm).
- Sep 16, 2010      Advanced Foot Care Assessment. Presented by Devon Foot Care. Edmonton, AB. For more information contact Lori Ralph. Phone 780-987-2273; 888-660-3338; Fax 780-987-5851; Email [lori@devonfootcare.com](mailto:lori@devonfootcare.com).
- Sep 28-29, 2010      FASD Symposium. *Walking Together. Connecting practice & research to create change*. **Whitehorse**. Contact Jan Langford at 867-667-4674; email [jan.langford@gov.yk.ca](mailto:jan.langford@gov.yk.ca).
- Sep 23, 2010      Hospice Yukon Workshop. *Living with Loss - Introduction to Healthy Grieving*. 6:30-8:30p.m. **Whitehorse**. Contact 867-667-7429; [administrator@hospiceyukon.net](mailto:administrator@hospiceyukon.net).
- Sep 23-26, 2010      Canadian Association of Wound Care Management and Prevention Course. L1, L2, L3. Vancouver. Contact: [tiffanie@cawc.net](mailto:tiffanie@cawc.net).
- Oct 14-16, 2010      21st National Conference of the Association of Women's Health, Obstetric and Neonatal Nurses (AWHONN). *Bridging the Worlds of Practice, Research and Education*. Montreal. Contact: [www.awhonncanada.org](http://www.awhonncanada.org).
- Oct 18-22, 2010      Foot Care Management. Presented by Senior Watch Inc. Contact: [www.seniorwatch.com](http://www.seniorwatch.com); 800-561-2463.