



**ANNUAL REPORT**  
**2021**

# Annual Report 2021

## *Council-Chair's Report*

My second year as Council-Chair has been a busy and unusual one. The world-wide COVID-19 pandemic has been front of mind for over two years now, and when I began my term as Council Chair in May 2020, provincially and nationally many things had changed. Most noticeable from a Council Chair perspective has been the limitation in meeting face to face with national colleagues doing similar work.

Over the past year it has been my privilege to attend provincial and national meetings virtually and to participate in various activities on behalf of the College.

2021 was another busy year for the College of Registered Nurses of PEI. COVID-19 created a need for the College to be responsive in meeting the needs of Health PEI to staff the COVID immunization and testing clinics with Temporary Emergency registrants. Over the course of the past year the College has registered approximately 50 RNs in Temporary Emergency status.

The new space at 45 Paramount Drive has been extremely effective in meeting the needs of the College. The new database which was introduced in 2020 has continued to serve the College well in 2021 to manage our applications, registrations, renewals, exam results and document requests, as well as our Continuing Competence Program. The regular renewal period of September and late renewal of October saw us renew more registrants in one renewal period than ever before in the history of the College. Our website which includes the Member Portal, the Applicant Portal, the Nurse Practitioner Directory, the "Find a Nurse" Portal for public facing access to Nursing registrations, and a secure Council site continues to provide safe and effective access to information and services from the College. The website provides registrants, employers and the public with access to all policies, practice directives, publications and documents that support nurses in their practice.

This annual report is intended to provide ongoing information about the work of the College and the Council. Registrants continue to be represented on the Council of the College, with six sitting nurse members and three public representatives. The Council met in 2021 at 4 regular meetings and 2 special meetings. I would be remiss if I did not take this opportunity to thank the Council members, both nurse and public representatives for their unwavering energy in working for the College, it is due to their commitment that the important work of regulation continues to be upheld, in the public interest.

I would also like to take this opportunity to acknowledge the tremendous work done by the staff of the College. The three important projects, described above, in addition to the work of complaints, discipline, and support of applicants and registrants in the registration/renewal process (with its many facets) would not be possible without the staff and CEO/Registrar of CRNPEI.

It has been my pleasure to serve on Council and in the position of Council-Chair and I would like to thank the Council and the registrants for their support. Thank you for taking the time to read the Annual Report and for your interest in the work of the College.

Kind regards,

*Valerie Hughes*

### ***CNPS Update***

CNPS continues to provide liability protection to all members of CRNPEI. CRNPEI is represented on the Board of CNPS by Martha St. Pierre, who joined the board in 2020. CNPS has been focused in 2021 on the liability of nurses working in the context of the COVID-19 pandemic, providing resources and education directly related to this unusual time.

### ***Chief Executive Officer's Report***

This past year has been a busy one in the midst of a pandemic. Much of the year has been spent examining policy and practice directives to ensure that the required documents and information is available to support nurses in practice. An important part of this work is ensuring that the documents are in harmony with the Regulated Health Professions Act and the Registered Nurses Regulations which prescribe the legislative requirements of every RN and NP in PEI. Similarly, to 2020, there were a number of amendments made to the Act and Regulations by government to address items identified by CRNPEI. Government has been very responsive in that regard, and CRNPEI is appreciative of the strong working relationship between CRNPEI and the Government of PEI.

There were two strategic additions to our registration classes in 2020, which were broadly used in 2021. The addition of a Temporary Emergency Registration class allowed for the return to service of retired nurses and nurses who had left active work, to provide assistance during the Public Health Emergency for the purpose of COVID-19 pandemic work. The second addition was a Provisional Class of Registration, to allow Internationally Educated Nurses and nurses returning to work within 5 years of leaving, who meet all the registration requirements with the exception of competence hours, to enter a supervised clinical placement. These two categories of registration have been very important in 2021 to support the ongoing requirements of the health care system. The numbers of nurses in these classes of registration are reflected in the registration table below.

The two communication methods for registrants are a newsletter that is published at the end of each month that highlights important information to keep registrants up to date on changes to legislation, to inform them about new policies and practice directives that support them in their practice, and the website which is kept up to date on a regular basis. Both the newsletter and the website provide answers to commonly asked questions and in 2021 they were used as key tools to inform registrants about registration and renewal processes.

2021 was stable in relation to staffing. All the staff had remained in their positions, which includes our Administrative Assistant (Sheila Davies), Coordinator of Regulatory Services (Melissa Panton) and Complaints Investigator (Rosemary White).

CRNPEI continues to provide learning opportunities for UPEI students in the context of courses in each of the four years of the program. Either myself or Melissa Panton attended one class in each year to provide information about what it means to be entering a regulated profession, what registration entails, how to become registered and topics of interest to the students such as the type of discipline cases managed by the College.

CRNPEI continues to collaborate with CLPNPEI whenever possible, an effort that has created a mutually enjoyable working relationship with our colleagues at CLPNPEI. In addition to this collaboration, I also participate in two Regulatory collaborations, one with all PEI regulators whose Colleges are under the RHPA and another with PEI regulators across many disciplines. Both groups have not met as regularly in 2021 but those relationships continue to provide support and benefits for the participating organizations.

The on-line Continuing Competence Program continued to be a requirement for registration in 2021. The on-line jurisprudence exam also continued to be used in 2021, which was taken by all new applicants and anyone reinstating who had not taken the exam previously. The jurisprudence exam is a requirement in RHPA and continues to inform new and returning registrants about the importance of having knowledge about the legislation that informs every nurse's practice.

CRNPEI received several requests from the UPEI Faculty of Nursing to assist with flexibility regarding clinical hours and clinical placements as they struggled to keep students on track during the pandemic. Many courses were reorganized, restructured or moved into a different semester, while integrating on-line teaching, with the support of CRNPEI. The College administered the Dr. Vera Dewar Scholarship in 2021 with 4 Master's preparing nurses and 1 PhD preparing nurse receiving scholarships.

The work of the College depends on the efforts of both Council and the staff. The staff of CRNPEI are to be commended for their level of commitment to the registrants, applicants and the supporting work of policy, procedure and publication development.

## ***Policy and Publication Development***

The current version of the Bylaws was updated by Council with a new version date of 2021-06-21. The following edits were made to the Bylaws in 2021:

Bylaw III, 3.1.2

Delete

3.1.2 Regular meetings will be held in February, May, September and December

Add

3.1.2 Regular meetings will be held in March, June, September and December

Bylaw XII, 12.4

Delete

Registration Fee, RN or Provisional: \$454.85 + 48.00 (CNPS) = \$502.85

Add

*“Registration Fee, RN or Provisional: \$438.30 + \$78.20 (CNPS including HST) = \$516.50”*

Delete

Registration Fee, RN Extended Class or Provisional: \$472.10 + 159.50 (CNPS) = \$631.60

Add

*“Registration Fee, RN Extended Class or Provisional: \$462.33 + \$183.43 (CNPS including HST) = \$645.76”*

Delete

Registration Fee, Partial Year (after May 1<sup>st</sup>) RN or Provisional: \$252.00 + 48.00 (CNPS) = \$300

Add

*“Registration Fee, Partial Year (after May 1<sup>st</sup>) RN or Provisional: \$238.30 + \$78.20 (CNPS) = \$316.50”*

Delete

Registration Fee, Partial Year (after May 1<sup>st</sup>) RN Extended Class: \$220.50 + \$159.50 (CNPS) = \$380.00

Add

*“Registration Fee, Partial Year (after May 1<sup>st</sup>) RN Extended Class \$262.33 + \$183.43 (CNPS) = \$445.76”*

Delete

Registration Fee, Graduate Class: \$50.00 + \$48.00 (CNPS) = \$98.00

Add

*“Registration Fee, Graduate nurse: \$51.50 + \$78.20 (CNPS) = \$129.70”*

Delete

Registration Fee, changing status from graduate to registered nurse, general class after May 1<sup>st</sup>: \$300.00

Add

*“Registration Fee, changing from graduate nurse to registered nurse, general class after May 1<sup>st</sup>: \$238.30”*

Delete

Registration Fee, changing status from graduate to registered nurse, general class before May 1<sup>st</sup>: \$502.85

Add

*“Registration Fee, changing from graduate nurse to registered nurse, general class before May 1<sup>st</sup>: \$438.30”*

Delete

Registration Fee, Graduate NP who has already paid CNPS fee as an RN: \$50.00 + \$111.50 (CNPS) = \$161.50

Add

*“Registration Fee, Graduate NP who has already paid RN CNPS fee: \$51.50 + \$105.23 (CNPS) = \$156.73”*

Delete

Registration Fee, Graduate NP who has not paid CNPS fee: \$50.00 + \$159.50 (CNPS) = \$209.50

Add

*“Registration Fee, Graduate NP who has not paid RN CNPS fee: \$51.50 + \$183.43 (CNPS) = \$234.93”*

Delete

Registration Fee, changing status from registered nurse to registered nurse extended class after November 1<sup>st</sup>: \$150.00

Add

*“Registration Fee, changing from registered nurse to registered nurse extended class, after May 1<sup>st</sup>, and did not hold a GNP registration: \$262.33 + \$105.23 CNPS = \$367.56”*

*“Registration Fee, changing from registered nurse to registered nurse extended class, after May 1<sup>st</sup>, and did hold a GNP registration: \$262.33”*

*“Registration Fee, changing from registered nurse to registered nurse extended class before May 1<sup>st</sup>, and did not hold a GNP registration: \$362.33 + 105.23 CNPS = 467.56”*

*“Registration Fee, changing from registered nurse to registered nurse extended class, before May 1<sup>st</sup>, and did hold a GNP registration: \$362.33”*

Delete

Registration Fee, Special Class RN: \$100.00

Add

*“Registration Fee, Special Class RN: \$103.00”*

Delete

Registration Fee, Special Class Registration RN Extended Class: \$130.00

Add

*“Registration Fee, Special Class Registration RN Extended Class: \$133.90”*

Delete

Temporary Emergency Registration: \$100.00 in any registration year

Add

*“Temporary Emergency Registration (RN): \$51.50 + \$78.20 (CNPS) = \$129.70 in any registration year”*

*“Temporary Emergency Registration (NP): \$51.50 + \$183.43 (CNPS) = \$234.93 in any registration year”*

There was 1 internal policy and 26 procedures created in 2021 to guide the work of Council and staff.

The following policies and practice directives were also created in 2021 to inform RN and NP practice:

Acceptable Behavior Policy

Prolonged Application Process Policy

Practice Directive – Providing Aesthetic Services

Practice Directive – Documentation Standards

Practice Directive – Mentoring/Preceptorship

Practice Directive – Medical Assistance in Dying – Roles and Responsibilities for the RN

Practice Directive – Medical Assistance in Dying – Roles and Responsibilities for the NP

The following publications were updated:

*Registration Renewal Guide*

## **Website**

The following data is available to provide details about the website activity. For the period January 1 to December 31, 2021, there were 53,000 sessions on the website, an increase of 14.7%. The total number of users were 33,000 up by 22.3%. The most frequently visited pages were np directory, discipline decisions, discipline hearings and

IENs seeking registration. The highest traffic periods were January, April and September, a reflection of new graduate registrations and the renewal period.

## **Registrar's Report**

### **Registration**

The registration numbers for Registered Nurses in 2021 represents a slight increase over 2020 of 13 (when all RN categories are collated). This number represents the normal ebb and flow of registrations in PEI, based on migration and retirements. 2020 continues to represent the largest increase in registrations in the history of the College. The number of Nurse Practitioners (Registered Nurses Extended Class) has increased since 2016 after a slight decrease from 2015 to 2016, with an increase by 9 in 2021 (12%). 2020 still represents the largest increase in the history of the College by 25, a 52% increase. The addition of new classes of registration in 2018 and 2020 are reflected in the chart below. The Associate class of registration was eliminated by the RHPA. Temporary Emergency Registration and the Provisional Class of registration were created in 2020 and are reflected in the chart below.

NUMBER OF REGISTRANTS	2021	2020	2019	2018	2017	2016	2015
Registered Nurse General Class	1884	1901	1800	1809	1769	1736	1710
Registered Nurse Extended Class	82	73	48	40	30	23	26
RN Special Class	0	0	1	2	N/A	N/A	N/A
RNEC Special Class	0	1	0	0	N/A	N/A	N/A
RN Graduate Class	5	3	4	0	N/A	N/A	N/A
RNEC Graduate Class	0	1	1	1	N/A	N/A	N/A
Associate	N/A	N/A	N/A	N/A	20	25	31
Temporary Emergency	45	12	N/A	N/A	N/A	N/A	N/A
Provisional	2	5	N/A	N/A	N/A	N/A	N/A
<b>TOTAL</b>	<b>2018</b>	<b>1996</b>	<b>1854</b>	<b>1852</b>	<b>1819</b>	<b>1784</b>	<b>1767</b>

### **Discipline**

At the beginning of 2021 there was one complaint from 2020 in the discipline process, all the earlier complaints from varying years were completed in 2020. There were 6 new complaint submissions in 2021 and one of those complaint submissions remained incomplete at the end of 2021.

In 2021, there were 3 days on which Hearing Committee meetings were held and one day on which an Investigation Committee meeting were held. There were no

investigation reports completed in 2021, one was started late in the year but not completed.

There were seven registrants with conditions on their registrations in 2021, six of which were continuing at the end of 2021.

There was one publication of discipline posted on the College website and one publication of upcoming hearings.

### ***Committee Reports***

#### ***Nurse Practitioner Advisory Committee***

The NP Advisory Committee met in November of 2021 with 6 NPs and the CEO in attendance.

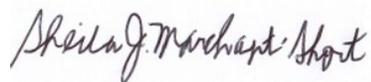
#### ***UPEI CRNPEI Student Liaison Committee***

The UPEI CRNPEI Student Liaison Committee met once during the school year in November of 2021. There were 8 students and the CEO in attendance.

#### ***Executive Committee***

The Executive Committee consisted of Valerie Hughes, Council Chair, Christine Drummond, Council Chair Elect and Thelma Johnston, Public Representative. The Executive Committee met twice in 2021, in addition to regular Council meetings for the purpose of proposing the Council agenda.

Kind Regards,



Dr. Sheila Marchant-Short, RN  
Chief Executive Officer and Registrar