



## **ANNUAL REPORT**

**2023**

# Annual Report 2023

## *Council-Chair's Report*

I would like to take this time to reflect on my tenure as Council-Chair and to thank my fellow council members for their hard work and dedication. My term ends on May 31, 2024, and I wish Mark MacKenzie, the incoming Council-Chair all the best.

I joined Council in September of 2020 as Council Chair-Elect and became Council Chair in June of 2022. During my time on Council, I over saw the College's transition to a multidisciplinary college with the introduction of the Midwives Regulations in September of 2022.

Looking back on 2023, it was a year with a need for agility and responsiveness. CRNMPEI was asked to participate in health human resource planning on a new scale. Regulators across Canada have stepped into, what in the past has been considered, outside our scope. CRNMPEI has worked closely with the Department of Health and Wellness (DHW) to develop a safe, expedited registration pathway for Internationally Educated Nurses. CRNMPEI will continue to work with the DHW to respond to the health human resources crisis.

In 2024, CRNMPEI is working towards developing culturally safe policies and procedures for Indigenous Islanders. Council has sought meaningful engagement with our Indigenous communities to co-develop a practice standard to be used by all registrants of the College.

In closing, I would like to thank all current and past Council Members for their hard work and dedication in upholding the mandate of regulating nursing and midwifery practice in the public interest.

All the best,



### **CNPS Update**

Canadian Nurses Protective Society(CNPS) continues to provide liability protection to all RN and NP members of CRNMPEI. CRNMPEI is represented on the Board of CNPS by Martha St. Pierre, who joined the board in 2020 and was re-elected in 2023. In 2023 CNPS continued to provide education sessions on relevant legal topics related to nursing practice. The CNPS Board made the decision in 2023 to not raise their fees for the 2024-2025 registration year.

### **Liability Protection for Registered Midwives**

As per the Midwives Regulations (2022) all registered midwives (RM) in the province must carry liability protection. Unlike RNs and NPs, RMs do not pay an additional fee to

CRNMPEI for their liability protection. RMs must provide proof upon initial registration and at registration renewal that they carry liability protection, and that the liability protection meets all the requirements set out in Subsection 8 of the Midwives Regulations.

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

As mentioned by our Council Chair, 2023 was a year that required agility, responsiveness, and reflection. Council made important decisions about Internationally Educated Nurse (IEN) registration, program approval processes, and cultural safety. Council continuously strives to meet the "Outcomes" listed in the Strategic Plan through evidence-informed decision-making while keeping the public interest at the forefront.

In 2023, amendments were made to Registered Nurses Regulations to support an expedited registration process for IENs and Canadian Educated Nurses. The changes were related to classes on the register, currency requirements, and the removal of the requirement to complete a jurisprudence exam prior to registration. Government has been very responsive to CRNMPEI for changes to regulation. CRNMPEI is appreciative of the strong working relationship between the College and the Government of PEI.

CRNMPEI is responsible to review and approve nursing education programs in PEI that lead to registered nurse or nurse practitioner designation. Council is exploring a program approval process that is used in other jurisdictions across Canada. This new process will provide programs with more objective feedback and data.

Council began foundational work to meaningfully engagement with Indigenous Islanders to ensure our policies, procedures, and discipline process are culturally safe. This work will continue over the next few years.

In 2023 there were two staff change at the College. Colleen Dunn joined the staff as the Coordinator of Professional Practice in March of 2023. Colleen took another position outside the College in May of 2023. Debra Smith became the new Coordinator of Professional Practice in July of 2023. We wish Colleen all the best and are happy to welcome Debra.

The two communication methods for registrants are a newsletter that is published quarterly 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 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 2023 they were used as key tools to inform registrants about registration and renewal processes.

CRNMPEI continues to provide learning opportunities for UPEI students in the context of courses in each of the four years of the program. Either Jillian Mosher, or I attended one class in each year of the program. Information on what it means to be a part of a self-regulated profession, what registration entails, and how to become registered are

the main topics of interest to the students. In the fall of 2023, four 4th year UPEI nursing students completed their clinical placement for their Population Health course at the College. They developed and implemented a learning module on Nurse Burnout. It was a pleasure working with them.

CRNMPEI continues to work collaboratively with the College of Licensed Practical Nurses of PEI whenever possible. In addition to this collaboration, I also work closely with all health regulators whose colleges are under the Regulated Health Professions Act.

The on-line Continuing Competence Program continued to be a requirement for registration in 2023. Continuing Competency has been mandatory since 2019. CRNMPEI may audit registrants, from time to time, as part of our quality assurance process. Staff of the college recognizes that CCP in our current database is cumbersome and confusing. CRNMPEI will be instituting a new CCP program in the fall of 2024 to address these concerns.

As well as a new CCP program, CRNMPEI is changing database providers to Alinity. Council made this decision to facilitate future pan-Canadian projects and to have a more user-friendly interface.

The College administered the Dr. Vera Dewar Scholarship in 2023 with 3 Master's preparing nurses receiving scholarships.

The work of the College cannot happen without efforts of both Council and staff. The staff of CRNMPEI are to be commended for their commitment to the registrants, applicants and the work of policy, procedure, and publication development.

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

The Bylaws were last updated July 2023 due reflect the changes in the Registered Nurse Regulations.

#### **Bylaw 12**

##### **Delete**

12.1.3 If an applicant has been registered in the graduate class or provisional class, no further application fee is required for the application in general or extended class.

##### **Add**

12.1.3 If an applicant has been registered in the provisional class, no further application fee is required for the application in Registered Nurse or Nurse Practitioner Class.

##### **Delete**

12.1.4 Registration fees for the Registered Nurse -General Class or Registered Nurse -Extended Class includes a fee remitted to CNPS for liability protection.

Add

12.1.4 12.1. Registration fees for the Registered Nurse -General Class or Nurse Practitioner -General Class includes a fee remitted to CNPS for liability protection.

Delete

12.1.4(d) If a new graduate nurse practitioner registered nurse, general class, from another jurisdiction applies for a nurse practitioner registration graduate extended class registration, they must apply for meet requirements for registration as a registered nurse, general class and pay the associated fees and then apply for a nurse practitioner registration.

Delete

12.1.5(a) A provisional class registration entitles the registrant to work for 6 months for RNs and 12 months for NPs.

Add

12.1.5(a) A provisional class registration entitles the registrant to work for 12 months for RNs and 12 months for NPs

Delete

12.1.5(d) the NP Provisional Class registrant will pay the full registration fees for the Nurse Practitioner registration irrespective of the time of year.

Delete

12.1.5(e)-when the RN registrant is ready to move to general class registration, no additional fees will apply. The registrant is subject to fees associated with registration renewal once they enter the General Class the full year registration is payable, unless 12.1.5(f) applies.

Add

12.1.5(e) when the RN registrant is ready to move to general class registration, no additional fees will apply. The registrant is subject to fees associated with registration renewal once they enter the General Class.

Delete

12.1.5(f) in the event that the RN registrant has already paid a full registration in the current registration year, no further fee is payable.

Delete

12.1.5(g) when the NP registrant is ready to move to the Extended Class registration, no additional fees will apply. The registrant is subject to fees associated with registration renewal once they enter

the General Class the full or partial year registration is payable, unless 12.1.5(g) applies-

Add

12.1.5(g) when the NP registrant is ready to move to Nurse Practitioner registration, no additional fees will apply. The registrant is subject to fees associated with registration renewal once they enter the General Class.

Delete

12.1.5(h) in the event that the NP registrant has already paid a full registration in the current registration year, no further fee is payable.

Delete

#### 12.1.11 Jurisprudence Examination Fee

A person shall pay the fee set out in Article 12.4 for each attempt of the jurisprudence examination which is a requirement for a certificate of registration in the Registered Nurse General Class, Registered Nurse, Nurse Practitioner, and Registered Midwife

Delete

#### 12.1.12 Unauthorized Practice Fee

A person shall pay an unauthorized practice fee if they participate in an employer- employee relationship as an RN, NP, RM, GN, or GNP in PEI without a current registration. The fee is payable for each day or portion of a day.

Add

#### 12.1.12 Unauthorized Practice Fee

A person shall pay an unauthorized practice fee if they participate in an employer- employee relationship as an RN, NP, RM, or Provisional RN, NP, or RM in PEI without a current registration. The fee is payable for each day or portion of a day.

Delete

Application Fee, Registered Nurse, Extended Class, Graduate: \$100.00

Processing fee for international documents: \$400.00

Add

Application Fee, Registered Nurse, Nurse Practitioner: \$175.00

Processing fee for international documents: \$125

Delete

Application Fee, Reinstatement: \$250

Add

Application Fee, Reinstatement: \$175

Add

Application Fee, NCLEX Eligibility: \$175

Delete

Registration Fee, Graduate Nurse:  $\$51.50 + \$78.20$  (CNPS including HST) = \$129.70

Delete

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

Registration Fee, Nurse Practitioner or Provisional:  ~~$\$462.33$~~  + 183.43 (CNPS including HST) = \$645.76

Registration Fee, Registered Midwife General or Provisional: \$575.00

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

Registration Fee, Partial Year (after May 1<sup>st</sup>) Nurse Practitioner:  $\$262.33 + 183.43$  (CNPS including HST) = \$445.76

Registration Fee, Partial year (after May 1<sup>st</sup>) Registered Midwife General or Provisional: \$375

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

Registration Fee, changing from graduate nurse to registered

nurse, general class before May 1<sup>st</sup>: \$438.30

Registration Fee, Nurse Practitioner Provisional who has already paid RN CNPS fee:  $\$51.50 + \$105.23$  (CNPS including HST) = \$156.73

Registration Fee, Gr who has not paid RN CNPS fee:  $\$51.50 + \$183.43$  (CNPS including HST) = \$234.93

Registration Fee, changing from registered nurse to Nurse Practitioner, after May 1<sup>st</sup>, and did not hold a GNP registration:  $\$262.33 + \$105.23$  (CNPS including HST) = \$367.56

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

Registration Fee, changing from registered nurse to nurse practitioner before May 1<sup>st</sup>, and did not hold a GNP registration:  $\$362.33 + 105.23$  (CNPS including HST) = \$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

Registration Fee, Special Class RN: \$103.00

Registration Fee, Special Class RN Extended Class: \$133.90

Registration Fee, Special Class Registered Midwife: \$

145.00 Verification Fee: \$40.00

Late Fee: \$100.00

Nurse Practitioner Examination Administrative Fee: \$125.00

Jurisprudence Examination Fee: \$75.00

Add

Registration Fee, RN or Provisional:  $\$451.48 + 78.20$  (CNPS including HST) = \$529.68

Registration Fee, Nurse Practitioner or Provisional:  $\$476.21 + 183.43$  (CNPS including HST) = \$659.64

Registration Fee, Registered Midwife General or Provisional: \$575.00

Registration Fee, Partial Year (after May 1<sup>st</sup>) RN or Provisional:  $\$251.48 + 78.20$  (CNPS including HST) = \$329.68



Registration Fee, Partial Year (after May 1<sup>st</sup>) Nurse Practitioner: \$ 276.21+  
\$183.43 (CNPS including HST) = \$459.64

Registration Fee, Partial year (after May 1<sup>st</sup>) Registered Midwife  
General or Provisional: \$375

Registration Fee, changing from registered nurse to Nurse Practitioner,  
after May 1<sup>st</sup> \$276.21 + \$105.23 (CNPS including HST) = \$381.44

Registration Fee, changing from registered nurse to nurse practitioner,  
after May 1<sup>st</sup>, and did hold a GNP registration: \$270.20

Registration Fee, changing from registered nurse to nurse  
practitioner before May 1<sup>st</sup>, and did not hold a GNP registration:  
\$362.33 + 105.23 (CNPS including HST) = \$481.58

Registration Fee, changing from registered nurse to registered nurse  
extended class, before May 1<sup>st</sup>, and did hold a GNP registration:  
\$373.20

Registration Fee, Special Class RN: \$103.00

Registration Fee, Special Class RN Extended Class: \$133.90

Registration Fee, Special Class Registered Midwife:

\$145.00

Verification Fee: \$45.00

The following policies and practice directives were also created or revised in 2023 to  
inform RN, NP, and RM practice:

Policies:

Continuing Competency

Dr. Vera Dewar Scholarship

Jurisprudence Exam Policy

Medical Directive Policy

Provisional Registration

Recognition of Nursing Practice Hours

Supervision Policy

Currency Requirements Registered Nurse Policy

Guidance Document- Dual Registration

Guidance Document- Multidisciplinary College

Guidance Document- Self Regulation

Practice Directives:  
 Self Employment (with CLPNPEI)  
 Admission and Discharge -Nurse Practitioners  
 Ending the NP Client Relationship

**Website**

The most frequently visited website pages were the NP directory, midwife 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 nursing in 2023 represents an increase over 2022 when all categories are collated. This number represents the normal ebb and flow of registrations in PEI, based on recruitment, immigration, and retirements. 2023 now represents the largest increase in registrations in the history of the College. The number of Nurse Practitioners has increased since 2017 with an increase of 84 (74%). In 2023 CRNMPEI registered the first Midwife in the province. The addition of new classes of registration in 2018, 2020, 2022, and 2023 are reflected in the chart below. The Associate class of registration was eliminated by the RHPA. Temporary Emergency Registration created in 2020 (eliminated in 2022) and the Provisional Class created in 2020 and are reflected in the chart below.

NUMBER OF REGISTRANTS	2023	2022	2021	2020	2019	2018	2017
Registered Nurse General Class	1996	1877	1884	1901	1800	1809	1769
Registered Nurse Extended Class* Nurse Practitioner as of 2023	114	91	82	73	48	40	30
RN Special Class	4	0	0	0	1	2	N/A
RNEC Special Class* Nurse Practitioner Special Class as of 2023	0	1	0	1	0	0	N/A
RN Graduate Class* Removed in 2023	12*	1	5	3	4	0	N/A

RNEC Graduate Class* Removed in 2023	1	0	0	1	1	1	N/A
Registered Midwife	1	0	N/A	N/A	N/A	N/A	N/A
Associate	N/A	N/A	N/A	N/A	N/A	N/A	20
Temporary Emergency* Removed in 2022	N/A	33	45	12	N/A	N/A	N/A
Provisional	5	2	2	5	N/A	N/A	N/A
TOTAL	2129	2005	2018	1996	1854	1852	1819

\*Graduate RN and NP classes removed in 2023 and added to the Provisional Class

### ***Discipline***

In 2023 there were a total of eight new complaints. From the 13 complaints in 2022, 6 carried over into 2023.

In 2023, there were no Hearing Committee meetings were held. One Hearing Committee decision was issued, five Investigation Reports were issued, two complaints were dismissed, and one complaint was informally resolved.

There were five registrants with conditions on their registrations in 2022, four of which were continuing at the end of 2021.

There were five publications of discipline posted on the College website.

### ***Committee Reports***

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

The NP Advisory Committee met in January of 2023 discussed RN prescribing, NPs working in the Emergency department, collaborating with the NP association, and the pan-Canadian NP regulatory framework.

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

The Executive Committee consisted of Christine Drummond, Council Chair, Mark MacKenzie, Council Chair Elect and Shirley Urquhart, Public Representative. The Executive Committee met four times in 2023, in addition to regular Council meetings for the purpose of proposing the Council agenda.

Kind Regards,



Melissa Panton  
Chief Executive Officer and Registrar