REGULATING REGISTERED NURSES IN THE PUBLIC INTEREST

Why ARNNL Exists
ARNNL, in the interest of the public, exists to meet the objects of the RNAct (2008) to:
• Advance and promote the ethical and professional standards of the nursing profession;
• Promote proficiency and competency in the nursing profession; and
• Encourage members to participate in activities promoting the health and well-being of the public.

Mission
• Nursing Excellence for the Health of the Population

• In support of our mission, ARNNL exists so there will be:
  ○ Accountability for self-regulation
  ○ Professionalism
  ○ Quality Professional Practice Environments
  ○ Healthy Public Policy
What We Do

- Data Gathering and Management
- Registration & Licensure
- Professional Conduct Review
- Practice Support
- Tracking & Trending
- Public Policy
- Connections
- Governance

Data Gathering

Our Numbers 2016
Our Numbers – Nurse Practitioners 2016

<table>
<thead>
<tr>
<th>Licensure Year</th>
<th>Total Nurse Practitioners</th>
<th>Family-All Ages</th>
<th>Adult-Pediatric</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011-12</td>
<td>118</td>
<td>104</td>
<td>108</td>
</tr>
<tr>
<td>2012-13</td>
<td>123</td>
<td>104</td>
<td>108</td>
</tr>
<tr>
<td>2013-14</td>
<td>127</td>
<td>114</td>
<td>21</td>
</tr>
<tr>
<td>2014-15</td>
<td>135</td>
<td>114</td>
<td>21</td>
</tr>
<tr>
<td>2015-16</td>
<td>139</td>
<td>115</td>
<td>21</td>
</tr>
</tbody>
</table>

RNs in Management Positions

<table>
<thead>
<tr>
<th>Licensure Year</th>
<th>Number of RNs in Management Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011-12</td>
<td>443</td>
</tr>
<tr>
<td>2012-13</td>
<td>454</td>
</tr>
<tr>
<td>2013-14</td>
<td>431</td>
</tr>
<tr>
<td>2014-15</td>
<td>389</td>
</tr>
<tr>
<td>2015-16</td>
<td>392</td>
</tr>
</tbody>
</table>

New NL Graduate Retention*

<table>
<thead>
<tr>
<th>Graduation Year</th>
<th>Percent of Graduating Class</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>86.3</td>
</tr>
<tr>
<td>2011</td>
<td>83.4</td>
</tr>
<tr>
<td>2012</td>
<td>86.8</td>
</tr>
<tr>
<td>2013</td>
<td>72.1</td>
</tr>
<tr>
<td>2014</td>
<td>80.3</td>
</tr>
<tr>
<td>2015</td>
<td>81.6</td>
</tr>
</tbody>
</table>

* Percent of Graduating Class in the Provincial Workforce in the Year they Graduate
### Employed Full-Time in Provincial Workforce

<table>
<thead>
<tr>
<th>Licensee Year</th>
<th>All Practicing</th>
<th>New NL Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011-12</td>
<td>75.1</td>
<td>60.5</td>
</tr>
<tr>
<td>2012-13</td>
<td>74.2</td>
<td>41.1</td>
</tr>
<tr>
<td>2013-14</td>
<td>72.0</td>
<td>18.0</td>
</tr>
<tr>
<td>2014-15</td>
<td>70.9</td>
<td>20.5</td>
</tr>
<tr>
<td>2015-16</td>
<td>70.9</td>
<td>23.4</td>
</tr>
</tbody>
</table>

### NL Profile - Highest Education

- Bachelor of Nursing: 54%
- Graduate (MN or PhD): 4%
- Other Disciplines: 3%
- Diploma: 39%
- Graduate (RN or PA): 4%
- Other Disciplines: 3%

### Registration & Licensure
Pilot Registration and Registration Process

- A new ARNNL-Canadian Nurses Protective Society (CNPS) pilot project was in place for 2016-17 registration and renewal.

- The process redirected members renewing a practicing license to the CNPS website to complete the professional liability protection process.

- Feedback very positive, increasing awareness for protections services for registered nurses.

MyARBRL

Continuing Competence Program (CCP)

- In 2015 CPP Audit increased by 50 practicing members

- A total of 150 practicing members audited

- 99% of audited members met requirements on completion
NCLEX-RN®

- Introduced in January 2015 to obtain licensure and registration in Canada.
- As of fiscal year-end, 95.1% of graduates from NL schools of nursing had passed the exam.
- Year end data show 81.8% of the graduating class were employed in the province (up from 80.3% for 2014-15).

NCLEX-RN® Engagement

- Student information sessions
- Review of stakeholder questions
- Round table events, meetings in response
- Additional resource materials on website

Nurse Practitioner Examinations

- Supported the on-going development of CNPE exam
- Contracts for adult and pediatric NP exams extended for another two years with same vendors
- Family All Ages:
  - 100% of Memorial University graduates successfully wrote the exam
  - 75% outside of the province
National NP Practice Analysis

- Practice Analysis Study of NPs Completed
- Full document on CCRNR website
- Results of Analysis:
  - entry level competencies
  - exam development in future

Professional Conduct Review

- Discipline panel: volunteers are RNs (28) and public (14)
- Allegations related to failure to uphold Standards of Practice
- Five hearings in 2015-16
- New regulatory facts sheets developed for CCP/teleconference topics
Number of Allegations

PCR Costs

Practice Support
Consultations

Connecting with Members

In 2015-16, ARNNL staff connected with over 2,300 members

Professionalism

Working to Full Scope of Practice

- Continue to Support RNs and NPs seeking self-employment


- Advocate for legislative change on provincial and federal level to grant NPs additional authority and prescribing rights

- Worked commenced on a Nurse Practitioner Evaluation study
Quality Professional Practice Environments

- Responded to over 441 member consultation requests.
- Collaborated with the Newfoundland and Labrador Association of Social Workers for 13th consecutive year to deliver provincial practice-related webinar.
- Webinar this year included CLPNNL as parent, and focused on aging and paternalism in practice.
- ACCESS published articles to help guide workplace issues and regulatory implications.
Survey says....

- ARNNL conducted a random telephone survey of the public.
- Conducted to get understanding of public perceptions of our organization and profession.
- Respondents who had contact with an RN or NP in the last year gave a 9.19 our of 10 rating for care provided on average.
- Respondents gave a satisfaction of care rating of eight or higher 92% of the time.
Environmental Scanning

Monitor national and international changes to:
- RN & NP roles and competencies
- Regulatory initiatives
- Administrative processes
- Member communications
- Public policies, reports and legislation

Public Policy

Healthy Public Policy

- Primary health care (PHC) has been a consistent theme the past number of years:
  - pre-budget consultation process;
  - government strategy consultations; and
  - government-appointed advisory groups
- Appointment of ARNNL rep on Primary Health Care Advisory Committee
- Working with other regulators and gov’t to help inform decision-making and influence public policy
Healthy Public Policy cont’d….

- Health public policy focused on provincial and federal elections
- Education session held on RNs role in election advocacy
- Two advocacy member activities:
  - Government Renewal Initiative
  - ALL Party Committee on Mental Health and Addictions

Nursing Week 2015

- National theme was Nurses: With you every step of the way
- Raise awareness of importance of professionalism
- Partnered with CLPNNL on promotion

Making Connections
Governance

ARNNL Bylaws Revised
Milestone: IL-II

- In the fall, a process was established to provide a second interim licence (IL-II) for persons who were unsuccessful in the first writing of the NCLEX-RN® exam.

Motions 2015 AGM

- Two motions were brought from the floor.
  - First was for Council to work with government on maintaining standard of care in private long term care facilities.
  - Second motion focused on a ARNNL staffing consideration around a nurse practitioner holding a role within the organization.

Revenue & Expenditures 2015-16
President: Penny Grant
www.arnl.ca/trust

Trust Annual Meeting: June 9, 2016

2016 Awards Ceremony, St. John's
2016 Awards Ceremony, Corner Brook

Behind the Scenes

Questions?

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