

# INFO NURSING

VOLUME 50 ISSUE 1 SPRING 2019

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JUNE 5, 2019
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 JUDY LANE




 BONNIE MATCHETT



 JULIE WEIR



 NATHAN WICKETT

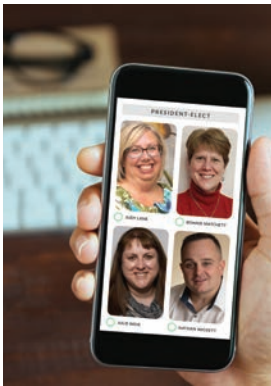


Nurses Association  
OF NEW BRUNSWICK

# Join Us

## FOR THE MEMBER RECOGNITION & PRESIDENT'S AWARD RECEPTION

June 4, 2019 at the Delta Hotel, Fredericton.  
Tickets are \$40 and available online, visit nanb.nb.ca.



### Cover

All registered practising members of NANB are entitled to vote for their president-elect. Get informed. Take a moment and review the profiles of your nursing colleagues who have stepped-up to represent your Association.

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# Nurses Association of New Brunswick

*Nurses shaping nursing for healthy New Brunswickers. In pursuit of this vision, the Nurses Association of New Brunswick regulates registered nurses and nurse practitioners in New Brunswick to ensure the provision of safe, competent and ethical nursing care in the interest of the public.*

## ..... The NANB Board of Directors .....



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President-Elect



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Director, Region 4



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Director, Region 5



**Anne Marie Lavigne**  
Director, Region 6



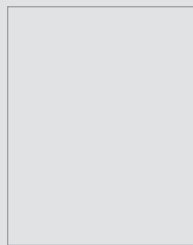
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Director, Region 7



**Joanne Sonier**  
Public Director



**Pauline  
Banville-Pérusse**  
Public Director



**Vacant**  
Public Director

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### Submissions

Articles submitted for publication should be sent electronically to [jwhitehead@nanb.nb.ca](mailto:jwhitehead@nanb.nb.ca) approximately two months prior to publication (April, October) and not exceed 1,000 words. The author's name, credentials, contact information and a photo for the contributors' page should accompany submissions. Logos, visuals and photos of adequate resolution for print are appreciated. The Editor will review and approve articles, and is not committed to publish all submissions.

### Change of address

Notice should be given six weeks in advance stating old and new addresses as well as registration number.

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## Nurses: No “Ordinary Leaders”

ENTERING THESE LAST few months as President of NANB has inspired me to reflect on my personal nursing career and on the wonderful profession of nursing, that provides endless career opportunities and also on the privilege of carrying the title registered nurse (RN). Nurses make a difference in the lives of their patients everyday; improving the health outcomes and the overall well-being of all New Brunswickers. We are no “ordinary leaders”!

Nurses are a trusted and vital component of the health care system. Nurses are active in our communities, at patient bedsides, in our homes and in our schools. Nurses lead research and international development initiatives, play a key role in Canada’s military, and are catalysts to improving access to health services. There are so many opportunities in this wonderful profession!

We are often so busy caring for our patients and communities that we do not take the time to care for each other. We need to celebrate our nurse colleagues and acknowledge the exceptional work being accomplished in all domains of nursing including: clinical practice; research, administration; education; future members and more.

Join us as we recognize nurses and nursing students at NANB’s Member Recognition Awards and President’s Awards Reception on June 4<sup>th</sup> at the Delta Hotel Fredericton...an evening to showcase nurses as no “ordinary leaders” and our “future leaders” with nursing students. Visit [nanb.nb.ca](http://nanb.nb.ca) for details.

KAREN FRENETTE  
President, [president@nanb.nb.ca](mailto:president@nanb.nb.ca)



## Health Care Evolution Requires Unique Health Team Contributions

IN 2019, I will celebrate 40 years of registration as a practising nurse. Nursing is a health profession with a unique scope of practice; one that continues to evolve to meet the health needs of our patients and communities.

My nursing journey has been diverse; having had the privilege of working in many different settings, in many different nursing roles, and serving many different patient and client groups. My nursing education—knowledge, competencies, understanding, application—increases exponentially with each new opportunity.

I have not made this journey alone. Nurses do not practice in isolation. Our unique scope of practice and work is complemented by other members of the health team. Among my many mentors are registered nurses, licensed practical nurses, physicians, pharmacists, community support workers, dietitians, social workers, psychologists, and many, many others. All these health professionals have contributed to my professional and personal growth. I have learned best practice and “what not to do”.

The registered nurse workforce is aging, as are all other health professions in New Brunswick. As the health workforce changes, so will roles, scopes of practice and the patients/communities to whom nurses provide service. The NANB will continue to assist in the future evolution of nursing and healthcare through development of—or changes to—legislation impacting nurses’ practice. Our responsibility is to ensure that nurses practice safe, competent care. We value the unique role registered nurses play in the health care system, as well as the unique contributions of our health professional team mates.

As nurses, we know we can’t make the journey alone.

LAURIE JANES  
Executive Director, [ljan@nanb.nb.ca](mailto:ljan@nanb.nb.ca)



20, 21

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**SYLVETTE GUITARD, RN, MN**  
*Nurse Consultant, NANB*



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**LYNE NAGLE, RN, PhD, FAAN**  
*Adjunct Professor, University of  
New Brunswick*



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**SUSANNE PRIEST, RN, MN**  
*Nurse Consultant, NANB*



29

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**VIRGIL GUITARD, RN**  
*Nurse Consultant, NANB*

## **Call For Entries**

Do you have a story idea or article you would like to see in *Info Nursing*? Do you have someone you'd like to see profiled or an aspect of nursing you'd like to read more about? Please submit your ideas and suggestions to:

Jennifer Whitehead,  
*Manager of Communications  
and Government Relations*

jwhitehead@nanb.nb.ca  
165 Regent St, Fredericton, NB E3B 7B4



## THE BOARD OF DIRECTORS MET ON MARCH 6, 2019 AT THE NANB HEADQUARTERS IN FREDERICTON.

### Governance

- The Governance Committee maintains all functions of the prior Executive Committee and Nominations Committee—and enacts a key role in governance review.
- The Governance Committee of NANB meets every second month and continues the work of governance review at NANB. Part of the review includes transition to a different model of governance and review of all current policies. A small working group is engaged in policy review.
- Issues discussed at the most recent Governance Committee included: review of strategic priorities; viability of the Chapters model for member engagement; and a report from the policy working group.

### Finance

Recommendations from the Finance Committee included approval for the 2018 Auditor's Report; 2019, and surplus management plan.

### Regulation

The Board approved three potential resolutions for presentation to membership. The resolutions pertain to changes in NANB communication methods with members and the public; benefits for Life Members; and revisions to the

Executive and Nominations Committees. See the proposed resolutions on page 37.

The Board approved a number of governing rule (policy) changes including: Governance Committee; Board Director terms (from two years to three years); required clinical practice hours for NP registration; and out-of-province nurse graduates.

### New! Entry-Level Competencies and Standards of Practice for Registered Nurses

In New Brunswick, the competencies required for entry to practice and the nursing practice standards are reviewed about every five years. This is similar in other provinces and territories, and in 2017 a national nursing group formed to review and update the existing national nursing competencies.

As part of the review/update process—New Brunswick nurses in a diverse range of nursing roles—were invited to provide feedback during stakeholder consultation events. The NANB Board of Directors approved the revised *Entry-Level Competencies* (ELCs) as presented during the March 2019 meeting.

The Board also approved the revised *Standards of Practice for Registered Nurses*. The Standards for Nursing Practice establish the regulatory and profes-

sional expectations for practising nurses.

### Need to Know Files

In most Canadian provinces and jurisdictions RN-Prescribing is already implemented or nursing regulatory organizations are preparing for implementation. Benefits of RN-Prescribing are well documented as demonstrated by community nursing outcomes in the United Kingdom: improved access to care, nursing care in place (home/community), meeting population specific health needs (addictions/mental health).

A variety of models of RN-Prescribing models exist across Canada; some are very limited in scope while others include ordering of diagnostic tests, as well as medication prescribing. NANB staff completed an extensive jurisdictional review and cross-jurisdictional dialogue regarding planning and implementation processes, education requirements, and different models.

Following a presentation of findings to the NANB Board of Directors in March 2019—approval was granted for NANB development of a project charter, and further consultation with NB and Canadian stakeholder groups.

## Notice of Annual Meeting

In accordance with Article XIII of the bylaws, notice is given of an annual meeting to be held June 5th, 2019 at the Delta Fredericton, Fredericton, NB. The purpose of the meeting is to conduct the affairs of the Nurses Association of New Brunswick (NANB).

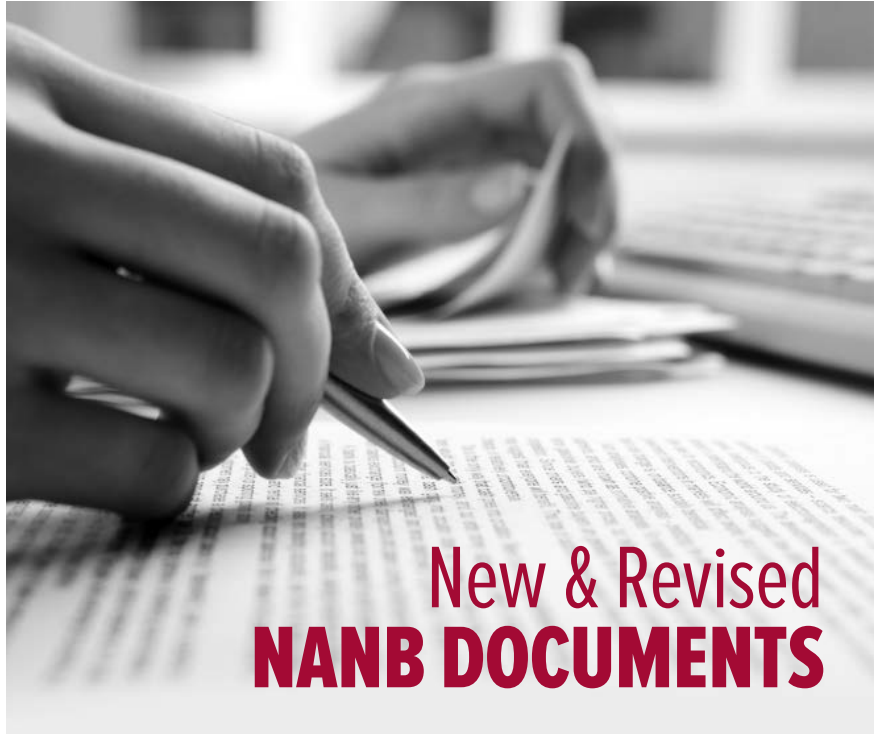
Practising and non-practising members of NANB are eligible to attend the annual meeting. Only practising members may vote. Confirmation of membership will be required for admission. Nursing students are welcome as observers.



### Voting

Pursuant to Article XII, each practising nurse member may vote on resolutions and motions at the annual meeting either in person or by proxy.

LAURIE JANES  
Executive Director  
NANB



## New & Revised NANB DOCUMENTS

### Practice Guideline: Caring for Clients Authorised to Use Medical Cannabis

Caring for clients who are authorized to use medical cannabis can create questions related to your practice. Do I have the knowledge required about cannabis to administer? How did my client get their cannabis? Am I covered by legislation and employer policy to administer medical cannabis?

NANB has released a new practice guideline, *Caring for Clients Authorized to Use Medical Cannabis* to help answer your practice questions ([http://www.nanb.nb.ca/media/resource/NANB-PracticeGuidelineCaringForClientsAuthorizedToUse\\_MedicalCannabis-Jan2019-E.pdf](http://www.nanb.nb.ca/media/resource/NANB-PracticeGuidelineCaringForClientsAuthorizedToUse_MedicalCannabis-Jan2019-E.pdf)).

### Guidelines for Nurse Practitioners Authorizing Medical Cannabis

Since December 2018, NPs are authorized to order medical cannabis. The prescribing authority for NPs can be found in the *Nurse Practitioner Schedules for Ordering* (see Appendix 2 of the document *Standards for the Practice of Primary Health Care Nurse Practitioners*).

For further guidance and links to evidence-informed resources, please refer to the document *Guidelines for Nurse Practitioners Authorizing Medical Cannabis* (<http://www.nanb.nb.ca/media/resource/NANB-GuidelinesNursePractitionerAuthorizingMedicalCannabis-Dec2018-E.pdf>).

There are several resources available for healthcare professionals on cannabis use, so much so, that it can be difficult to navigate. We know that time is a constraint, so here are the top three resources we recommend reading:

- *The Cannabasics* (Public Health Agency of Canada)
- *Cannabis Critical thinking Pathway for Nursing Practice*
- *Consumption Basics*

Visit the NANB Cannabis toolkit (<http://www.nanb.nb.ca/about/cannabis-toolkit/>) for a complete list of resources developed to support nurses caring for clients using cannabis.

For more Information on these documents or any other NANB documents, contact a Nurse Consultant at 1-800-442-4417 or [nanb@nanb.nb.ca](mailto:nanb@nanb.nb.ca).



# 2019 NANB AGM

## All Members Are Invited!



You don't want to miss this year's Annual General Meeting (AGM) on June 5, 2019, at the Delta Hotel Fredericton, welcoming keynote address by Claire Betker, President, Canadian Nurses Association.

### 2019 AGM Agenda

0800	Registration
0900 – 1000	Call to order <b>Keynote Address: Claire Betker, President, Canadian Nurses Association</b>
1000 – 1030	Nutrition Break
1030 – 1230	<b>Business Session</b>
1230 – 1330	Networking Lunch (provided)

### Annual General Meeting

Delta Hotel Fredericton  
225 Woodstock Road,  
Fredericton, NB

## NANB WILL PAY YOUR WAY!

Get registered by May 1, 2019, and qualify to be one of two randomly selected members to win:

- one (1) night hotel accommodation (June 4, Delta Hotel Fredericton);
- one (1) ticket to the Awards Reception;
- reimbursement for gas with submission of receipt(s); and
- meal(s) according to NANB expense policy.

Randomly selected winners will be contacted by May 3, 2019. Winners will be announced during National Nursing Week on NANB's website and through social media. Should the winner not be able to attend or accept the prize, an alternate pre-registered member will be chosen.

Space is limited. Register online at [nanb.nb.ca/agm/](http://nanb.nb.ca/agm/)



**Canadian Nurses  
Foundation 2018–19  
NANB Nursing  
Award Recipients**



**Myriam Breau**  
*NANB/TD Meloche  
Monnex Centennial  
Doctoral Scholarship*

I was in kindergarten when I decided that I wanted to become a nurse. I would draw a picture of myself with a white dress and hat with a Red Cross. In my young mind, this was a symbol of nursing. I wanted to care for others, just like Mother Theresa. After school graduation, I entered the nursing baccalaureate program. I was exposed to critical care for summer jobs as a nurse aide. I observed dedicated and highly skilled nurses working with limited resources; caring for and saving patient lives. This is really where my passion for patient safety began. That keen interest combined with my clinical experience led me to pursue a Master of Nursing. That thesis explored the influence of work environment on patient and nurse outcomes.

I am now a PhD student at University of New-Brunswick and a professor at the nursing school at the Université de Moncton. I wish, through research, to better understand what it is that nurses do that prevent adverse events. Thereafter, I hope to propose recommendations to make significant low-cost strategies that will improve patient care and prevent harm. My doctoral research focuses on the influence of nursing staffing and skill mix on adverse events. Receiving the CNF prestigious scholarship is a recognition toward my research and leadership capacities. The support from CNF will contribute to my development as an academic and researcher. Finally, the award will grant me the time to develop a research program based on my doctoral study improving patient care in New-Brunswick.



**Tina Emond**  
*New Brunswick PhD  
Nursing Scholarship*

Practicing the nursing profession for the past 15 years has been my pride and joy. I decided to be a nurse because I wanted to work with and for others. Knowing that I could make a difference in the lives of many people has always been a source of inspiration throughout my career. Moreover, I consider myself fortunate to be in a profession that provides so many opportunities and professional challenges.

After working as a staff nurse in different settings, I began sharing my passion as an educator in the BScN program at Moncton University's Edmundston Campus. I currently teach classroom and clinical courses, and I have a special interest for

perinatal care both as a teacher and a researcher. In my community, I am involved in volunteer activities related to breastfeeding and perinatal bereavement.

I am currently completing a PhD in nursing at Université Laval. I find that doctoral studies in nursing provide me with an excellent opportunity to influence the development of the nursing profession. My research focuses on understanding the personal experience of parents and the professional experience of nurses in early perinatal death situations. For some parents, experiencing an early perinatal loss can be a life-altering challenge. This is why my research is ultimately aimed at improving the support provided in such circumstances.

I am extremely grateful to CNF and NANB for granting me this award that will help me move forward in my doctoral studies.

**Hours & Dates**

*The NANB Office is open Monday to Friday, from 08:30 to 16:30*

NANB WILL BE CLOSED	
April 19, 2019	Good Friday
April 22, 2019	Easter Monday
May 20, 2019	Victoria Day
July 1, 2019	Canada Day
August 5, 2019	New Brunswick Day
September 2, 2019	Labour Day
DATES TO REMEMBER	
May 6–12, 2019	National Nursing Week
June 3 & 4, 2019	NANB Board of Director's Meeting
June 4, 2019	NANB Awards Reception
June 5, 2019	NANB Annual General Meeting

# Your Vote Helps Determine Nurses Voice!

Have a voice in the future of nursing in New Brunswick by casting your vote to determine NANB's next president-elect. Members in region 6 (Bathurst and the Acadian Peninsula), will also be able to cast their vote for Regional Director.

Region 2 and 4 Directors have been elected by acclamation. Candidate profiles can be found on **page 13**.



**Vote in  
2 minutes!**

Voting takes two (2) minutes and is completely confidential! The process is easier than before, all you need to vote is your NANB registration number (6-digit # beginning with 0) and then visit: [www.nanb-aiinb.isivote.com](http://www.nanb-aiinb.isivote.com).

For voting assistance or more information, contact NANB's Communications Department via 1-800-442-4417 (ext 834) or [nanb@nanb.nb.ca](mailto:nanb@nanb.nb.ca) during business hours Monday through Friday 8:30 am to 4:30 pm.

**Voting occurs between  
Monday April 15, Closing  
Tuesday April 30, 2019.**





# Cannabis Critical Thinking Pathway for Nursing Practice

## What does the federal cannabis legalization mean for nurses?

As of October 17, 2018, the federal *Cannabis Act* and *Cannabis Regulations* are in effect and are the governing law in Canada regarding recreational and medical cannabis.

The existing *Access to Cannabis for Medical Purposes Regulations* will no longer be in force.

Federal legislation

## Besides the permissions, limitations and restrictions set out in the *Cannabis Act* and *Cannabis Regulations*, what else do nurses need to be mindful of?

It is important to remember that a multilevel framework governs nursing practice.

Provincial or territorial legislation

Nurses who are considering participating in any activity related to recreational or medical cannabis should be familiar with the governing federal legislation and any applicable provincial or territorial legislation to determine what is permitted versus what is prohibited, limited or restricted.

Provincial or territorial nursing regulatory body regulations

A nurse's regulatory body and employer could further restrict a nurse's activities related to medical cannabis.

Employer position (e.g., policies/procedures/guidelines)

Finally, nurses should be guided by their individual sphere of competence and expertise. Nurses should be satisfied that they have the required skills, knowledge and judgment to participate in any activities related to medical cannabis.

Individual competencies

# 2019 NANB ELECTION

## Meet Your Candidates

All registered practising members of NANB are entitled to vote for their president-elect. Get informed. Take a moment and review the profiles of your nursing colleagues who have stepped-up to represent your Association.



JUDY LANE



BONNIE MATCHETT



JULIE WEIR



NATHAN WICKETT

## PRESIDENT-ELECT



**Judy Lane**

*Education:*

- 2002–2007: Master’s Degree in Health Science (in progress), Athabasca University
- 1987: Registered Nurse Diploma, Saint John School of Nursing

*Additional Education:*

- 2015: Certificate Person Centred Care
- 2000: Business Degree Program, University of New Brunswick
- 2000: Certificate in Operations Management
- 1991: Two Year French Course, Atlantic Health Sciences Corporation/University of New Brunswick

*Present Position:*

- Owner, President and CEO, Home Care by Design
- CEO, Kennebec Manor and Kings Way Care Centre

*Professional Activities:*

- 2017–present: Board Member, New Brunswick Association of Nursing Homes
- 2015–present: Member of Strategic Planning Committee, New Brunswick Association of Nursing Homes
- 2011–2017: Board Member, Worksafe NB
- 2013–2015: Provincial Chair Administration Group, New

Brunswick Association of Nursing Homes

*Nominated by:*

- Tracy Scott and Tammy Allaby

*Reason for Accepting Nomination:*

I have accepted the nomination to give back to my profession and help set up the next generation of caregivers for success. We are entering into challenging times and with this, brings opportunity to improve upon what we do. As a profession, working together as one to shape our future for a better, healthier New Brunswick.



**Bonnie Matchett**

*Education:*

- 2011: Master of Nursing, Athabasca University, Athabasca, AB
- 1997: Degree: Bachelor of Nursing (Distance Education), University of New Brunswick, Fredericton, NB
- 1985: Diploma: Nursing, Bathurst School of Nursing, Bathurst, NB

*Additional Education:*

- 2002: Nursing and Health Care Leadership/Management Course, McMaster University, Hamilton, ON

*Present Position:*

- Administrative Director, Clinical Services, Miramichi Regional Hospital, Horizon Health Network

*Professional Activities:*

- 2002–2008: Board Member, Nurses Association of New Brunswick

- 2002–2006: President, Miramichi Chapter of NANB
- 2003–2009: Program Facilitator, Heart to Heart
- 2002–2006: Program Facilitator, Cardiac Support Group

*Nominated by:*

- Sharon Williston and Lisa Keirstead Johnson

*Reason for Accepting Nomination:*

With anticipation and commitment, I accept the nomination of President-elect. I have had the privilege to work various roles throughout my career, serve on the NANB Board and participate in forums to influence nursing practice. These opportunities have provided a solid foundation for advocacy and leadership in the interest of nursing and public safety. I welcome the opportunity to serve nurses of New Brunswick as a leader with NANB to influence positive change. I would appreciate your support in the upcoming election.



**Julie Weir**

*Education:*

- 2013: Master of Nursing Program, Nurse Educator Stream, University of New Brunswick
- 2003: Bachelor of Nursing, University of New Brunswick, Moncton Campus

*Additional Education:*

- 2007: Certification in Critical Care Nursing, Canadian Nurses Association

## PRESIDENT-ELECT

- 2004: New Brunswick Critical Care Program, University of New Brunswick, The Moncton City Hospital

### *Present Position:*

- Assistant Director, Responsible for Clinical Care and Innovation, New Brunswick Association of Nursing Homes

### *Professional Activities:*

- 2018–present: Provincial Appropriate Use of Antipsychotics Advisory Committee with both PEI
- 2018–present: Provincial Appropriate Use of Antipsychotics Advisory Committee with Nfld.
- 2017–present: Horizon Patient Flow Committee representing NBANH
- 2017–present: Collaborative Care-Seniors Health Executive member and task group member representing NBANH
- 2017–present: AGE-WELL National Innovation Hub: APPTA Board of directors, representing NBANH
- 2014–present Community Partners Committee, Region 1
- 2014–2016: Clinical Care Committee with NBANH

### *Nominated by:*

- Lynn McPhee and Kelly Terris

### *Reason for Accepting Nomination:*

It is with humility and excited anticipation that I accept the nomination for the position of President-elect with NANB. Throughout my 15-year career as a nurse, I have been very fortunate to work alongside and learn from many fantastic nurse leaders in New Brunswick. This mentorship has been instrumental in molding me into the person I am today.

I am passionate about nursing. I value the incredible importance of

professionalism, the role that nurses play in improving the quality of life for our clients and the ever-important task of promoting the RN role to our new or future colleagues.

There is no doubt that our profession faces challenges in this current climate. I am ready to face these challenges and am confident that we can accomplish more together than we could ever accomplish on our own. Therefore, it is with appreciation that I request your support in the upcoming election.



**Nathaniel Wickett**

### *Education:*

- 2002: Bachelor of Nursing, University of New Brunswick

### *Additional Education:*

- 2016: Master of Health Studies, Athabasca University
- 2016: LEADS, Horizon Health Network
- 2013: Lean Six Sigma Black Belt, Government of New Brunswick

### *Present Position:*

- Administrative Director Family Medicine Area 3

### *Professional Activities:*

- 2018–present: NANB Board of Director Region 3
- 2016–2018: NANB Discipline Committee
- 2011, 2013: Camp Rotary Nurse
- 2007: Medical Mission to Sierra Leone Team Member

- 2006: Professional Advisory Committee
- 2005–2007: Nursing Council Clinical Representative
- 2011: DECH Medical Staff Award
- 2006: Nursing Excellence Award
- 2002: UNB Nursing President's Award

### *Nominated by:*

- Nicole Moore and Natalie King

### *Reason for Accepting Nomination:*

Accepting the nomination of President-elect presents me with an opportunity for professional development. I would be honoured to participate in helping shape the future of such a rewarding profession. With the growing senior population and looming nursing shortage planning is of the utmost importance. A focus on collaboration with external stakeholders and preserving professional standards must be at the forefront. Exploring ways to recruit new and internationally trained professionals while improving entrance to practice exam success are just a starting point.

## REGION 2



### Rosanne Thorne (Acclaimed)

*Education:*

- 2008: Bachelor of Nursing, University of New Brunswick, Saint John
- 1986: Three-year Diploma of Nursing, Registered Nurse Program, Northern College, Timmins, Ontario

*Additional Education:*

- 2015: Completed LEADS program
- 2007: Supervisory Development Program for Frontline Managers
- 2007: Certificate in Primary Health Care Collaboration, Dalhousie University
- 2000: CNA Certification, Critical Care Nursing

*Present Position:*

- Nurse Manager, Internal Medicine, Saint John Regional Hospital Horizon Health Network

*Professional Activities:*

- 2017–present: NANB Board Director, Region 2
- 2015–present: NANB Saint John Chapter President
- 2004–2008: NANB Saint John Chapter Treasurer
- 2005–2013: Member of AHSC Ethics Committee
- 1993–1996: Member, NANB Practice committee
- 1994: Member of NANB

Baccalaureate Graduate Nurse Standards of Practice Review

*Nominated by:*

- Meghan Fitzgerald and Lori Burke

*Reason for Accepting Nomination:*

It is with pleasure that I accept this nomination to represent Region 2 as a member of the Board of Directors with the Nurses Association of New Brunswick for a second mandate. Having served as a Board member, I gained invaluable knowledge and experience that will allow me to contribute with a strong voice in the discussion and decisions that will have an impact on our profession. As nurses prepare to meet the challenges ahead in healthcare it is essential that we continue to fulfill our responsibility as a self-regulated profession, to promote and advocate for nursing and its role in the public, and to remain a key stakeholder in healthcare reform.

## REGION 4



### Vicky Doiron (Acclaimed)

*Education:*

- 2015–present: Doctoral degree in nursing, Université Laval, Quebec
- 2011: Master of Nursing (nurse practitioner stream), Université de Moncton, Moncton
- 2007: Bachelor of Nursing, Université de Moncton, Edmundston Campus

*Additional Education:*

- 2018: Basic Life Support for healthcare professionals, Heart and Stroke Foundation of New Brunswick, Saint John, NB

- 2016: ACLS/SARC (Advanced Cardiac Life Support), Heart and Stroke Foundation of New Brunswick, Saint John, NB

- 2014: Trauma Nursing Core Course, NB Trauma Program

*Present Position:*

- Clinical instructor, baccalaureate program in nursing, University of Moncton, Edmundston Campus, Edmundston, NB

*Professional Activities:*

- 2018: Development and organization of education sessions on compassion fatigue for Region 4 nurses, NANB local chapter, Edmundston, NB
- 2018: Member, NANB governance and executive committee (2018–2019 term), Fredericton, NB
- 2018: Co-author of a professional article: Dallaire, C., Ahossi, E., Rey, S., Missi, P. and Doiron, V. (2018). Attending a conference: students' experience. *Nursing Philosophy*, 19, 1-3. DOI: 10.1111/nup.12203, Université Laval, Quebec
- 2012–2018: Speaker, education and evolution of Alzheimer's disease, Alzheimer Society of New Brunswick, Edmundston, NB
- 2017: NANB Board Director, Region 4 (2017-2019 term), Fredericton, NB
- 2017: Organizing and planning of a nursing booth, Wellness Fair, Edmundston, NB
- 2017: President, Region 4 NANB chapter, Edmundston, NB
- 2016: Member, NANB local chapter, Edmundston, NB
- 2013–2016: Preceptor for BN and paramedic students, Vitalité Health Network, Edmundston Regional Hospital, Edmundston, NB
- 2012–2016: Participation and contribution to the nursing sector's Open House Day, Université de Moncton, Edmundston Campus, NB



- 2012–2014: Responsible and organizer for the “Prescription: Action” nursing booth
- 2011: Responsible and organizer for the nursing care area at the Jeux de l’Acadie, Edmundston, NB
- 2006: International placement in nursing care (Estonia), Université de Moncton, Edmundston Campus, NB

*Nominated by:*

- Anne Pelletier and France Chassée

*Reason for Accepting Nomination:*

It is with great pleasure that I accept a second mandate as director for Region 4. The experience I acquired at NANB in the last few years, my experience as a bedside nurse, my education and my work as a clinical instructor allow me to have an overview of the current nursing issues. I favour protecting the public by ensuring safe, quality nursing care and, importantly, the physical and emotional well-being of nurses, which has been increasingly under threat in the last few years.

**REGION 6**



**Joany Duguay**

*Education:*

- 2016: Bachelor of Nursing, Université de Moncton, Shippagan Campus, Bathurst Site, NB

*Additional Education:*

- Until 2020: Certificate in health and community services management, Université de Saint-Boniface, Collège Boréal, Collège La Cité and CCNB
- Up-to-date training in workplace

basic life support (BLS)

- Up-to-date training in cardiac arrhythmia

*Present Position:*

- Chaleur General Hospital, outpatient, surgery, medicine and geriatrics departments
- Registered nurse and the Jean Coutru Pharmacy travel clinic, Bathurst, NB

*Professional Activities:*

- 2016–2017: Member of the NB nursing practice working group, related to NANB
- 2012: Coop placement par the Chaleur General Hospital, Bathurst, NB
- 2009–2010: Volunteer at the Chaleur General Hospital, Bathurst, NB

*Nominated by:*

- Carole Beaudet and Martine Brideau

*Reason for Accepting Nomination:*

As a registered nurse, the future of nursing care matters very much to me. I am passionate and have a leadership vision, and by being a director on the Nurses Association of New Brunswick’s Board, I could bring new ideas to help improve the wellness of patients and health care professionals. Furthermore, being part of NANB would be a positive influence throughout my professional career.



**Christian Rousselle**

*Education:*

- 2007: Bachelor of Nursing, Université de Moncton, Shippagan Campus, Bathurst Site

*Additional Education:*

- Achieve Module: Coaching,

Emphasizing others’ strengths

- Achieve Module: Controlling one’s emotions in stressful situations
- Leadership training at the Dorothy Whyllie Health Leaders Institute
- Dynamics conference presented by the Canadian Association of Critical Care Nurses
- Advanced cardiac life support (ACLS)
- Basic life support (BLS)
- Trauma Nursing Basic Course (TNCC)
- Critical care training (phase 1)
- Various certifications and e-learning courses offered by the Vitalité Health Network

*Present Position:*

- Nurse manager, Psychiatric Department, Chaleur Regional Hospital, Vitalité Health Network

*Professional Activities:*

- Member, Regional suicide prevention committee, Vitalité Health Network

*Nominated by:*

- Mélanie Plourde and Marius Chiasson

*Reason for Accepting Nomination:*

The nursing profession is facing many issues and changes, which are coming at us at a hectic pace. Nurses find themselves in a swirl of change and, more than ever, wonder about their identity and their role within the team. By being a candidate, I hope to help our profession cope with the issues and changes in order to advance our practice and remain leaders in the health sector.



## Member Recognition & President's Awards *reception*

An evening to celebrate no "ordinary leaders". Join NANB in recognizing nurse colleagues and future nurse leaders, nominated by peers and faculty for their achievements.





**June 4, 2019  
Delta Hotel  
Fredericton, NB**

Wine and hors d'oeuvres will be served. Tickets are \$40 and available online, visit [nanb.nb.ca](http://nanb.nb.ca).





# We Asked, You Answered Practice Standards Feedback

By SYLVETTE GUITARD

IN MARCH 2019, the NANB Board of Directors approved the revised version of the *Standards of Practice for Registered Nurses*.

The primary purpose of standards is to identify the level of professional practice expected of RNs, it serves as a benchmark against which actual performance can be measured. The standards of practice are interrelated and intended to define safe, competent, compassionate and ethical practice across all settings and domains. Refer to the following link to consult the document: [www.nanb.nb.ca/resources](http://www.nanb.nb.ca/resources).

The Nurses Association of New Brunswick (NANB) would like to thank all registered nurses (RNs) and nurse practitioners (NPs) who took the time to provide feedback on the revision of the *Standards of Practice for Registered Nurses*.

The Standards not only describe RNs and NPs fundamental legal responsibilities, but also identify their leadership roles and ethical and societal obligations.

As the regulator for RNs and NPs in New Brunswick, NANB plays an important role in setting standards for nursing practice that protect the safety of the public. RNs and NPs are self-regulated professionals and are responsible for acting professionally and being accountable for their own practice. All RNs and NPs must understand the standards and apply them to their practice, regardless of their setting, role or area of practice. It is important to notice that employer policies do not relieve RNs and NPs of their accountability or their primary obligation to meet the standards. Employers have a responsibility to provide essential support systems, including human and material resources that allow RNs and NPs to meet their standards.

New concepts emerged in the

revision of the standards of practice, i.e. leadership, self-management, preceptor, mentor, cultural competence and culturally safe environment. Standard 4 changed to "Professional Relationships and Leadership". It reflects the current role and identity of RNs and NPs.

To ensure that *Standards of Practice for Registered Nurses* stand the test of time, they are updated approximately every five years. A working group consisting of counterparts from other Canadian nursing jurisdictions helped in drafting the standards of practice and you, the RNs and NPs of New Brunswick, have added life to the final version of these standards. *Thank you!*

You can access the revised Standards of Practice for Registered Nurses at: <http://www.nanb.nb.ca/resources>





## How can I Apply the *Standards of Practice for Registered Nurses in my Practice?*

By SYLVETTE GUITARD

**A**s a registered nurse (RN), you demonstrate your understanding of these standards in large part by being able to interpret and apply them in your practice. This FAQ is intended to provide guidance on how to apply the standards into your area of practice. Additional resources like case studies, FAQs and quizzes will be available soon on the NANB website. Please note that the suggestions below are not all-inclusive and may not fit every context of practice.

### All RNs Must

- Act professionally and are accountable for their own practice
- Understand and apply the standards to their practice regardless of their setting, role or area of practice
- Use the standards in conjunction with other resources to guide nursing practice (standards, guidelines, position statement, employer policies)

- Complete NANB's Continuing Competence Program
- Promote a culturally safe workplace

### RNs in Direct Care

- Take action when a policy or practice is no longer consistent with best evidence
- Self-assess their knowledge, skills and abilities to provide safe and competent care
- Develop, implement and evaluate the initial nursing plan of care
- Ensure client relationships are outcome-focused and centered on their needs
- Communicate with clients and team members effectively and respectfully

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- Ensure that the use of social media doesn't violate client confidentiality
- Understand and respect the scopes of practice and contributions of all team members
- Take action to resolve a professional practice issue
- Recognize how stressors may impact their ability to provide safe and competent care

### RNs in Administration

- Support RN practice in the provision of client care
- Establish and maintain communication to support quality nursing service and research
- Make administrative decisions about nursing service delivery
- Plan, implement and evaluate workplace strategies to address organizational problems and strengths
- Establish and maintain documentation systems to manage clinical and other relevant information

- Create an environment in which collaboration, professional growth and mutual respect can flourish
- Participate in the identification and resolution of professional practice issues, conflicts, and ethical dilemmas

### RNs in Education

- Focus on educating RNs and nursing students
- Develop nursing education courses, in-services and programs
- Integrate evidenced-based theory and best practices into educational activities
- Plan, implement and evaluate education to address learning needs
- Create a professional learning environment in the classroom and clinical setting

### RNs in Research

- Conduct or participate in relevant research to support knowledge development for RNs in practice

- Plan, implement and evaluate research in accordance with accepted research methods and procedures
- Analyse and interpret research findings and write appropriate reports and articles for publication
- Share practice implications and policy relevance of the research in a meaningful way with RNs and others
- Promote and contribute to environments that encourage the application of research findings to practice

### RNs in Policy

- Focus on integrating research into policy to facilitate evidence-informed practice in the health care system
- Plan, implement and evaluate policy to address systemic health care needs and shape larger public policy outcomes
- Promote and initiate measures that encourage innovation and input into changes within the health care system to optimize client outcomes

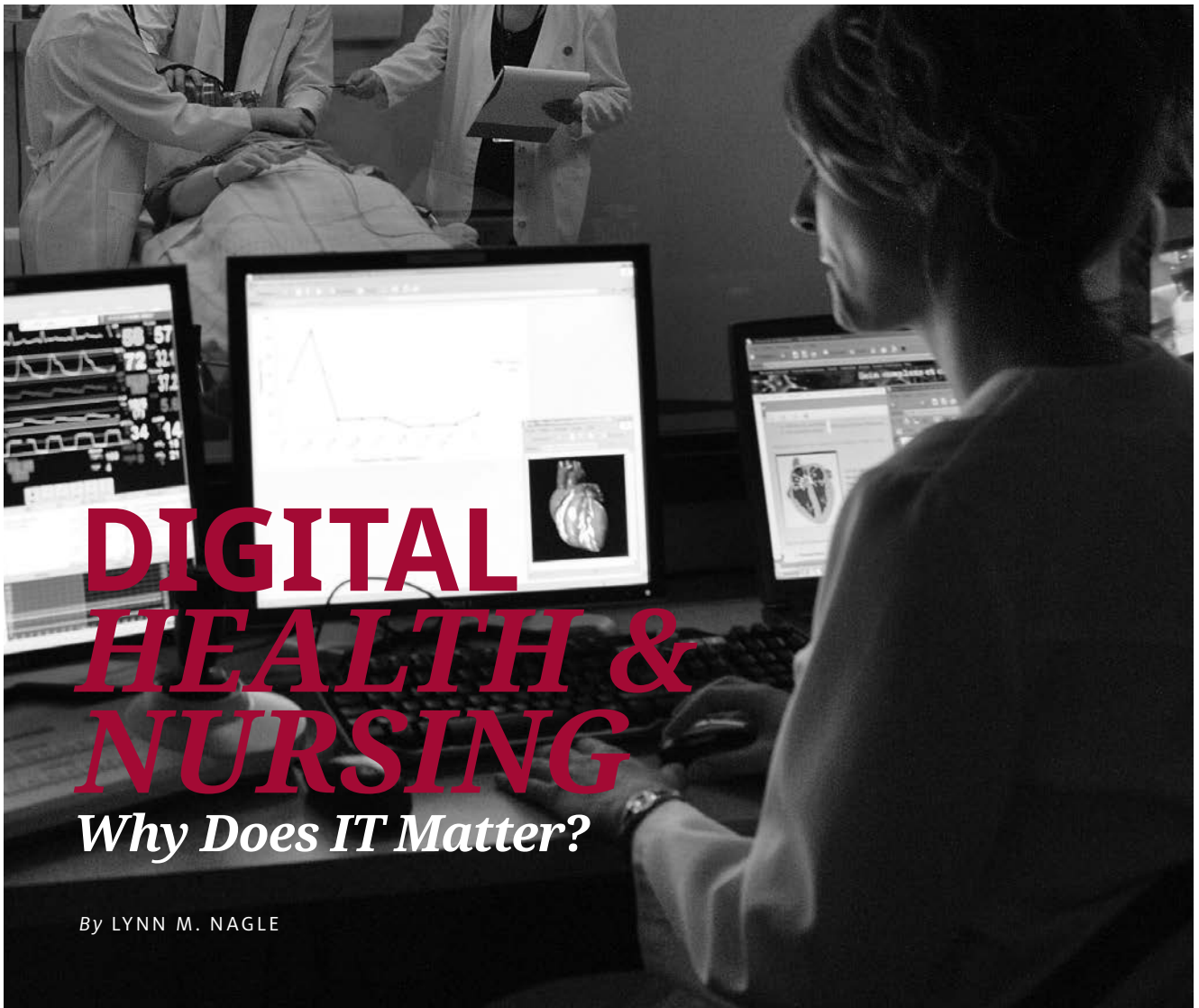


### Questions?

If you have any questions on how to apply your standards of practice, please contact a NANB Nurse Consultant at:

1-800-442-4417 or  
nanb@nanb.nb.ca

Elements of this document have been adapted from the College of Registered Nurses of Nova Scotia *Standards of Practice for Registered Nurses (2017)* and the College of Registered Nurses of Prince Edward Island *Standards for Nursing Practice (2018)*.



# DIGITAL HEALTH & NURSING

## Why Does IT Matter?

By LYNN M. NAGLE

OVER THE LAST TWO DECADES, MUCH HAS BEEN WRITTEN ABOUT THE IMPORTANCE OF NURSING leadership and nurses' direct participation in the design and delivery of digital health solutions (e.g., electronic health records) (Nagle 2008; Pringle and Nagle 2009; Risling, 2017). At the same time, the need for nurses to develop digital health and informatics competencies has been identified as a priority for the profession (Furlong, 2016; Nagle, 2007a, 2016; Strudwick et al, in press).

**I**n addressing this priority, the Canadian Association of Schools of Nursing (CASN) developed entry-to-practice informatics competencies (CASN, 2012) as well as complementary resources to support nurses' informatics learning in education and practice (CASN, 2013; 2016; in press). One dimension of informatics competency is nurses' understanding and use of clinical data standards. Ideally, within electronic health records—also referred to as “EHRs”—nursing documentation should include the use of consistent nursing terminology; the use of standardized nursing language within and between different care settings, will make nurses' contributions to healthcare outcomes evident.

In 2007, I wrote an editorial on the promise and peril of clinical

documentation standards (Nagle, 2007b). In that piece I speculated on the following:

*Imagine a future of integrated clinical information systems that transcend the physical boundaries of clinical units, institutions and community care, providing nurses with comprehensive access to information and knowledge to support the delivery of care to individuals and families. Imagine not having to gather the same information repeatedly, ask the same questions over and over again, or struggle to assimilate information from multiple sources and informants. Better yet, as a person needing the services of the healthcare system, imagine not having to rely on memory for details of family health history or repeatedly provide the same information to numerous caregivers over the course of a single*



encounter (or multiple encounters) to satisfy the requirements of their specific data collection forms. The future lies in the electronic health record—but are we taking the right steps to get there? In particular, are we sufficiently challenging the status quo of the documentation structures associated with clinical information management? (p. 33).

Sadly, more than a decade and many EHR implementations later, nurses' work and their contributions to the health of Canadians remain largely invisible in national or jurisdictional clinical datasets. Digital health innovations have and continue to present opportunities for nurses to participate in the design of solutions that will serve the profession but also support effective healthcare delivery to Canadians in the future. In order to ensure nurses' work is represented in clinical data repositories, the delineation and adoption of nursing data standards is critical. Consistently documented, measured and reported assessments and interventions have the potential to reveal much about the impact of nursing care, staff skill mix and type of care setting on outcomes of care. With no substantive action plan in place, the current invisibility of nurses' work in clinical data sets will prevail well into the future.

For the past three years, a National Nursing Data Standards symposium has been attended by nursing, healthcare, government and policy leaders representing every Canadian province and territory as well as national associations and leading EHR vendors (e.g. Meditech, Allscripts). The symposia have been supported by the Canadian Nurses Association, the Canadian Institute for Health Information, Canada Health Infoway, and several vendors of digital health solutions. To date, participation in the symposium from New Brunswick has been limited to only a couple of nurses and a patient representative; overall, New Brunswick is missing out on this important dialogue with colleagues from across Canada. Whether you are a clinical nurse, nurse manager or nurse educator, your voice is needed in this national initiative. If you are interested in being involved in this work, let me know. The voice of nurses in the broader

Canadian Digital Health agenda is not only needed but essential—nursing is the backbone of our healthcare system, we need to be visible and actively involved in this work!

In addition, noteworthy national initiatives providing opportunities for nursing engagement are the recent Canada Health Infoway new strategic investment programs focused on ePrescribing—"PrescribeIT" and "Access 2022", providing Canadians with access to their health information online. Infoway has designated the Atlantic region as a focal point for the development and deployment of these initiatives. Each of these digital health projects needs the participation, leadership and attention of New Brunswick nurses—this is a chance to make our way to the table and make a difference in the directions for digital health in the province.

There is also an upcoming opportunity to advance your understanding of the core digital health/informatics competencies for nurses. The Canadian Nursing Informatics Association (CNIA) national conference is being held within the Faculty of Nursing at the University of New Brunswick, Fredericton campus on June 13 and 14, 2019. This conference is a collaborative effort between the Nova Scotia and New Brunswick Nursing Informatics Groups. There will be a pre-conference workshop directed specifically at informatics novice attendees. More details are available on the NBNIG website ([www.nbnig-giib.ca/](http://www.nbnig-giib.ca/)).

#### Note

Nagle, L.M. & White, P. National Nursing Data Standards Proceedings, 2016, 2017, 2018 are available for download from: CNA, CIHI, and Canada Health Infoway websites.

#### The Author

Lynn Nagle is a graduate of the University of New Brunswick and has recently returned to the province. Her career includes more than 30 years providing leadership in digital health and nursing informatics.

She can be contacted at: [lnagle@nagleassoc.ca](mailto:lnagle@nagleassoc.ca).

#### References

- Canadian Association of Schools of Nursing (2012). Nursing informatics entry-to-practice competencies for registered nurses. Author: Ottawa, Ontario.
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By SUSANNE PRIEST

# LEADERSHIP IN NURSING

The Nurses Association of New Brunswick recently published the revised *Standards of Practice for Registered Nurses*<sup>1</sup>. In 'Standard 4: Professional Relationships and Leadership', it is written that a registered nurse (RN) "establishes professional relationships and demonstrates leadership to deliver quality nursing and health care services" (NANB, 2019, p.11). Even though basic leadership skills are learned from watching others in formal roles and nursing programs address the concept of professional leadership with nursing students, leadership skills should continue to evolve once graduated and employed as an RN. This article addresses the concept of leadership in the profession of nursing as both an informal leader working in a clinical role and as a formal nurse leader (FNL).

Leadership is defined in the glossary of *the standards* as relational process in which an individual seeks to influence others towards a mutually desirable goal and it is not limited to formal leadership roles. A leader is valued enough to influence others in how they act or in what they think. The opinions and actions of a leader are considered by others and often influence attitudes, beliefs and behaviours in those around them (Pullen, 2016).

### Informal Nurse Leaders in a Clinical Role

If you reflect upon your current workplace, both FNLs and informal nurse leaders can most likely be identified. In the clinical setting, an informal nurse leader is a member of the healthcare team who has professional knowledge and insight, offering opinions and giving assistance in a manner to positively impact the clinical work environment, thus improving nursing care. Examples of informal nurse leadership include: knowledge sharing; supportive actions to strengthen the team (mentoring); showing initiative in helping others complete their nursing

workload; advocating for changes as required; communicating effectively; emulating professionalism in both appearance and presence; and being civil, even in the heat of a tense moment (Pullen, 2016). Please see Table 1 for ways to enhance leadership competency.

### Mentoring: Leaders Developing Leaders

Many RNs have experienced the phenomena of needing to prove oneself worthy of acceptance into a healthcare team, whether as a new RN or as an experienced RN working in a new area of practice. Mentoring is the opposite of the old cliché 'nurses eat their young' and is described as a process in which a person who is experienced and trusted, guides and provides direction to someone with less experience or less knowledge in a particular area.

Both the mentor and the person being mentored (mentee) need to trust and respect each other, working towards a common goal while showing patience and knowledge. Mentoring has been identified as a tool to attract and retain new nurse leaders; and has been associated with increased job satisfaction and retention. Mentoring empowers, motivates and creates a culture of leadership. (Hodgson, A. & Scanlan, J., 2013). For more information on being a mentor, please review the *Guidelines for Supporting Learners in the Workplace* (NANB, 2016).

### Formal Nurse Leaders (FNLs)

The Canadian Nurses Association describes nurse administrators as "leaders who understand and hold themselves accountable for creating a vibrant, exciting practice setting in which nurses can deliver safe, accessible, timely and high-quality care" (2009, p. 1). Formal leadership is more than administrative duties—it is about relationship building to facilitate management while fulfilling administrative requirements.

RNs in Alberta reported that the characteristics they valued in their FNLs could be described in three words: supportive, visible and responsive (Schick-Makaroff, Sorch, Pauly & Newton, 2014). RNs reported the need for competent and supportive FNLs who are visible in the workplace on a regular basis; who listen to staff; and who respond as needed to address identified concerns.

The time FNLs spend with those whom they are leading has a direct impact on recruitment and retention of staff and the quality of nursing services being provided. When the FNL gives feedback and shows leadership in 'real time', staff are engaged, trust is fostered and problem resolution increases (Lockhart, 2017). The team including their FNL, can identify what is working well, what needs improvement and possible solutions to address existing barriers. When actively involved in the team, the FNL can give recognition of accomplishments and address undesirable behaviour in a timely manner. Nursing teams need to know they can count on their FNL to facilitate their work—helping them to achieve their highest potential (Pullen, 2016).

In summation, leadership is expected to be a part of every

**Table 1: Ways to Enhance Leadership Competency**

- Show initiative and work towards excellence.
- Increase knowledge on communication skills.
- Take a leadership course online or in-person.
- Shadow with someone in a formal nursing leadership role.
- Participate in a nursing or health related committee.
- Be actively involved with your professional regulatory body (i.e. be an observer at a board meeting or take part in committees).
- Attend a nursing conference.
- Become involved in a professional association or interest group.

<sup>1</sup> This document shall be referred to as 'the standards' throughout this article.



Nurses are no “ordinary leaders”. By taking initiative, stepping-up to get involved in professional organizations and committees or mentoring novice nurses, you accept one of many diverse leadership roles.

RN role, across all domains of practice. Although many RNs and NPs will work in non-FNL positions, leadership is essential for a vibrant healthcare system and it is a shared responsibility. RNs need to continue to assume formal leadership positions, ensuring that the profession continues to meet the needs of the clients at an individual, community and systems level.

For more information, please contact [spriest@nanb.nb.ca](mailto:spriest@nanb.nb.ca).

### References

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# Continuing Competence Program (CCP) Audit Results

By VIRGIL GUITARD



**N**ANB's CCP is based on the following principles:

- continuing competence is a necessary component of practice and the public interest is best served when nurses enhance their knowledge, skill and judgement on an ongoing basis; and
- reflective practice, or the process of continually assessing one's practice to identify learning needs and opportunities for growth, is the key to continuing competence.

The CCP requires registered nurses and nurse practitioners to reflect on their nursing practice through self-assessment, the development and implementation of a learning plan, and the evaluation of the impact of the learning activities on nursing practice. It is an approach through which each registered nurse and nurse practitioner reflects in a formalized manner on their practice at least once annually. NANB has developed paper based and online tools that nurses can use to complete each of the steps of the CCP.

Compliance with the CCP is monitored through an audit process. Each year 5% of registered nurses and 10% of nurse practitioners are randomly selected to answer a series of questions on an audit questionnaire to illustrate what learning activities they have implemented during the past year, how they relate to their self-assessment, and how the learning activities informed and influenced their professional practice.

This past fall 399 members (386 RNs and 13 NPs) participated in the audit process.

## Results

The audit revealed that members actively engaged in the type of reflective practice expected of the CCP and developed learning goals on such varied topics dealing with stress at work, palliative care, new medications and dementia.

NANB Nurse Consultants contacted 10 members in follow-up to their submissions. These calls provided an opportunity to obtain clarification of information provided and to review the program with members.

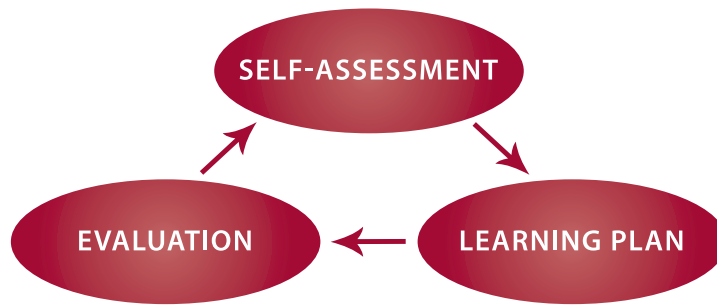


## Mandatory Registration Requirement

CCP requirements must be met annually by all RNs and NPs to renew registration. However:

- Recent graduates are exempt when they renew their registration the **first** time
- Members on extended leave **may** be exempt

Members who have questions related to CCP should visit the Nursing Practice section of the NANB website for information about the CCP or contact a Nursing Consultant at 1-800-442-4417.



## 399 Members Audited

386 RNs and 13 NPs

TABLE 1 *Language*

	RN	NP
English	254	8
French	132	5

TABLE 2 *Areas of practice*

	RN	NP
Direct care	281	11
Administration	28	0
Education	23	0
Research	1	0
Other	53	2

TABLE 3 *Employment setting*

	RN	NP
Hospital	239	0
Community	59	10
Nursing Home	39	0
Educational Institution	11	0
Other	38	3

# Get Involved!

## Play an Active Role in Your Association

**T**he *Nurses Act* mandates the Nurses Association of New Brunswick to maintain a number of standing committees, which includes the Complaints Committee; the Discipline / Review Committee; and the Nursing Education Advisory Committee. These committees allow members to be a part of a process that ensures the public is protected through the provision of safe, competent and ethical nursing care.

If you would be able to contribute to NANB's standing committees, please forward your Curriculum Vitae to Jennifer Whitehead:

- Email [jwhitehead@nanb.nb.ca](mailto:jwhitehead@nanb.nb.ca)
- Fax 506-459-2838

For additional information, you may contact the Association at 1-800-442-4417.

### Committee Members

Do you promote your profession? Will you share your expertise?

The Nurses Association of New Brunswick (NANB) is presently looking for members interested in becoming involved in various standing committees.

The following factors are considered when selecting committee members to ensure a fair and equitable representation on the committee:

- geographic area,
- language,
- years of nursing experience (at least five years), and
- area of nursing experience.

### Public Members

NANB is currently seeking interested members of the public to serve as voluntary members on the Complaints Committee and the Discipline and Review Committee.

Public members are individuals who are not now, and have never been registered nurses. Public members should have:

- An interest in health and welfare matters;
- Previous committee or board experience;
- Time to devote to the role and have some knowledge about the nursing profession;
- Volunteer or work experience that demonstrates acting in the interest of the public.

# Call for Committee Members

Name \_\_\_\_\_

Address \_\_\_\_\_

Registration number \_\_\_\_\_

Current area of practice \_\_\_\_\_

Telephone \_\_\_\_\_

Cell phone \_\_\_\_\_

Email \_\_\_\_\_

Language Proficiency \_\_\_\_\_

## Areas of interest (please check)

Nursing Education  
Advisory Committee

Nurse Practitioner  
Therapeutics Committee

Complaints Committee  
(This committee conducts the first step in the Professional Conduct Review (PCR) process and determines if further action is required. Meetings occur by teleconference.)

Discipline/Review Committee  
(This committee conducts the second step in the PCR two-step process. Committee members examine evidence, hold hearings and make decisions.)

## Do you qualify? Take a look!

- You must be a registered nurse
- You must be knowledgeable of the current scope of practice of nursing, including entry-level practice
- You must be employed as an RN for at least five years
- Item writers must be masters prepared and responsible for teaching and supervising undergraduate students in the clinical area
- Item reviewers must be currently employed in clinical nursing practice, working directly with nurses who have entered practice within the last 12 months, specifically supervising, mentoring or preceptorship.

## Other Opportunities to Volunteer

- Get involved in your local Chapter
- Participate in surveys, focus groups, member feedback, special consultation
- Entry-to-practice exam – RN Exam Item Development Program.

Applications to volunteer for the Entry-to practice exam are completed online at: [www.ncsbn.org/exam-volunteer-opportunities.htm](http://www.ncsbn.org/exam-volunteer-opportunities.htm)

## NPTC

If you are currently employed as a nurse practitioner (NP) in New Brunswick and have at least five years of experience as an NP, please consider serving on the Nurse Practitioner Therapeutics Committee (NPTC).

The NPTC is an advisory committee of the Nurses Association of New Brunswick (NANB) and reports to the Board of Directors. The mandate of the committee is to develop and review Schedules "A", "B", and "C" in the NANB *NP Schedules for Ordering*, identifying:

- the forms of energy;
- the laboratory and other test; and
- the drugs that a nurse practitioner may prescribe.

The committee is composed of six members with equal representation from nursing, medicine and pharmacy. One NANB staff acts as the committee resource but is a non-voting member. Committee members serve a two-year term and can be reappointed for subsequent terms. The NPTC meets once annually and more often if required, meetings generally last two hours.

## NEAC

NANB is searching for committee members for the Nursing Education Advisory Committee (NEAC). The Committee advises the NANB Board of Directors on the approval of schools of nursing in New Brunswick. The number of meetings fluctuates based on the approval schedule, in general 2–4 meetings/year, each meeting lasting approximately one hour. Meetings are held in person and/or by teleconference. NEAC has five committee vacancies in the following areas:

- A Nurse Educator in a Nurse Practitioner Program
- A Nurse Manager or Nurse Employer (hospital or long-term care setting)
- Nurse (hospital or long-term care setting)\*
- Other Health Regulator representative\*
- Public representative\*

\* Individuals with experience in educational programs, curriculum development and/or program approval/accreditation would be an asset.





# What RNs and NPs Need to Know About Professional Liability Protection

**A**s a benefit, legal services are available to NANB members through the Canadian Nurse Protective Society (CNPS, [www.nanb.nb.ca/practice/cnps](http://www.nanb.nb.ca/practice/cnps)). At a glance, this document outlines some of the services CNPS offers.

### Who is CNPS?

- It is a not-for-profit society that offers Canadian RN/NPs legal support
- It is specifically tailored to meet the professional liability needs of RN/NPs in all nursing roles

### What does CNPS do?

- Provides confidential legal and financial assistance to RN/NPs registered with a member organization like NANB. Supplemental Protections can also be purchased through CNPS for example, for RN/

NPs who are in private practice and desire more coverage.

- Provides information, advice and education in the management of risks related to the delivery of nursing services.
- Provide a flexible, comprehensive range of professional liability protection services like:
  - Legal advice
  - Assistance with legal matters like-claims, prosecutions, witness appearances and more

### When to Contact CNPS

- As registered RN/NPs you can seek assistance from CNPS about any incident arising from nursing practice that occurred while you were a CNPS beneficiary even if you are no longer a member

- RN/NPs should also seek CNPS services/advice when asked to be a witness or when asked to speak to a police officer about a client or a former client

### Useful Resources CNPS Offers

The CNPS website has a section that offers RN/NPs resources like FAQs, upcoming webinars, various publications, practice case studies and quizzes.

These resources can be accessed through this link: [www.cnps.ca/index.php?m=373&page=435&lang=en](http://www.cnps.ca/index.php?m=373&page=435&lang=en)

### How do I contact CNPS?

Email: [info@cnps.ca](mailto:info@cnps.ca)  
Online: [www.cnps.ca](http://www.cnps.ca)

To speak to someone, call toll-free at: 1-800-267-3390 or 1-844-469-2677

### REGISTRATION SUSPENDED

On August 30, 2018, the NANB Complaints Committee suspended the registration of Chandra Dawn Hume, registration number 020792, pending the outcome of a hearing before the Discipline Committee.

### REGISTRATION SUSPENDED

On October 5, 2018, the NANB Complaints Committee suspended the registration of registrant number 028562 pending the outcome of a hearing before the Review Committee.

### REGISTRATION SUSPENDED

On October 22, 2018, the NANB Complaints Committee suspended the registration of registrant number 014832 pending the outcome of a hearing before the Review Committee.

### REGISTRATION SUSPENDED

On November 5, 2018, the NANB Complaints Committee suspended the registration of registrant number 025941 pending the outcome of a hearing before the Review Committee.

### REGISTRATION SUSPENDED

On November 9, 2018, the NANB Complaints Committee suspended the registration of registrant number 024023 pending the outcome of a hearing before the Review Committee.

### SUSPENSION LIFTED & CONDITIONS IMPOSED

In a decision dated November 8, 2018, the NANB Review Committee found that registrant number 026247 demonstrated professional misconduct, a lack of judgement, and that she did not meet the standards of nursing practice and the code of ethics.

The Review Committee ordered that the suspension imposed on the member's registration by the Complaints Committee on June 13, 2018, be lifted. The Committee ordered that conditions be imposed on the member's registration.

### CONDITIONS LIFTED

The conditions imposed on the registration of registrant number 020047 have

been fulfilled and are hereby lifted effective October 2, 2018.

### CONDITIONS LIFTED

The conditions imposed on the registration of registrant number 027937 have been fulfilled and are hereby lifted effective November 21, 2018.

### CONDITIONS LIFTED

The conditions imposed on the registration of registrant number 027666 have been fulfilled and are hereby lifted effective November 29, 2018.

### CONDITIONS LIFTED

The conditions imposed on the registration of registrant number 026149 have been fulfilled and are hereby lifted effective December 4, 2018.

## Plan ahead. Register for Supplementary Protection.

As a nurse, you hope to never receive a complaint about your care. When it happens, you can turn to **CNPS**.

NANB members can register for **Supplementary Protection** for a fee of \$85 plus taxes.

This protection generally includes assistance with:

- ✓ Regulatory matters regarding your nursing care (complaints)
- ✓ Disciplinary and fitness-to-practise hearings

Call us: **1-844-4MY-CNPS** (1-844-469-2677)

Visit: [cnps.ca/complaints](http://cnps.ca/complaints)

Follow Us: [f/CNPS.SPIIC](https://www.facebook.com/CNPS.SPIIC) [@CNPS\\_SPIIC](https://twitter.com/CNPS_SPIIC)



## WHAT YOU NEED TO KNOW

# Proxy Voting

Anyone who does not plan to attend the 2019 annual meeting can make their views known through a process called proxy voting. Simply put, it is a way of voting at annual meetings by means of a proxy or person that you have entrusted to vote on your behalf. Please read the following information carefully to make sure that your opinions are counted.

### What is a proxy?

A proxy is a written statement authorizing a person to vote on behalf of another person at a meeting. NANB will use proxy voting at the annual meeting, **June 5, 2019** in Fredericton.

By signing the proxy form, practising members authorize a person to vote in their place. Nurses attending the annual meeting may carry up to four proxy votes as well as their own vote.

### Information for Nurses Who Give Their Vote Away

Nurses holding NANB practising memberships may give their vote to another practising member. They should, however, keep the following in mind: (a) know the person to whom they are giving their vote, (b) share their opinion on how they wish that person to vote for them, (c) realize that the person holding their proxy may hear discussions at the meeting that could shed a different light on an issue (so discuss the flexibility of your vote), (d) fill out the form on page 36 accurately (the blank form may be reproduced if necessary), and (e) send the form to the NANB office. All forms must be received at the office by **May 31, 2019 at 1300 hrs.**

When proxy forms are received at the Association office, staff members check that both nurses named on the form hold practising membership and that the information on the form is accurate. Occasionally a form has to be considered void because the name does not coincide with the registration number on record. A form is also void if it is not signed, if it is not completely filled out or if there are

### What the Association Bylaw Says About Proxy Voting

NANB bylaw 12.07 states:

- A. Each practising member may vote at the annual meeting either in person or by proxy;
- B. The appointed proxy must be a practising member;
- C. No person shall hold more than four (4) proxies; and
- D. The member appointing a proxy shall notify the Association in writing on a form similar to the following or any other form which the board shall approve. Proxy forms shall be mailed to members approximately one (1) month prior to the date of the annual meeting. This completed form shall be received at the Association office by the Friday immediately preceding the annual meeting.

more than four forms received for one proxy holder. Since one nurse may hold only four proxies, a fifth form received for that nurse is void. Also, no forms are accepted if received after **May 31, 2019 at 1300 hrs.**

### Information for Nurses Who Carry Proxies at the Meeting

Keep the following facts about proxy voting at the tip of your fingers:

- Practising members of NANB may carry proxies.
- The maximum number of proxies that can be held is four. There is no minimum.
- Know the persons whose votes you carry and discuss with them how they want to vote on issues.
- At the time of the meeting, pick up your proxy votes at Registration.
- Sign your name on the proxy card.
- Proxy votes are non-transferable. They cannot be given to someone else in attendance at the meeting.
- During the meeting, participate in discussions. If information is presented that could change the opinion of nurses whose vote you carry, you may either get in touch with them, vote according to your own opinion or withhold your proxy vote.
- Always carry your proxies with you. If they are lost, you may not be able to retrieve them to vote.

Anyone wishing clarification on proxy voting is welcome to call the Association at 506-458-8731 or toll-free 1-800-442-4417 ext.851. ■



## Rules & Privileges

The following are the Standing Rules governing the annual meeting. Members should note procedural authorities for further references.

1. When approved by a majority of the voting members and the registered proxies, the Standing Rules shall apply throughout the annual meeting.
2. *Robert's Rules of Order* shall be the parliamentary authority in all cases not covered by the *Nurses Act*, Bylaws, Rules or Standing Rules.
3. The order of business shall be that printed in the program. Subject to the consent of the voting members and the registered proxies, items of business may be taken up in a different order whenever appropriate.

## Rules of Debate

1. Any member or student may ask questions and participate in discussions.
2. Speakers shall use microphones, address the chair and state their name and chapter. The chairperson shall call speakers in the order in which they appear at the microphone.
3. Motions or amendments to main motions may be made only by a practicing member and must be seconded by another practicing member. To ensure accuracy, these must be presented in writing on forms provided, signed by the mover with the name of the seconder, and sent to the recording secretary.
4. The chairperson will exercise her responsibility to limit debate. A speaker will be given a maximum of two minutes and may speak only once to any motion unless permission is granted by the assembly. The chairperson will announce the termination of the discussion period ten minutes in advance.
5. All resolutions and motions shall be decided by a majority of the votes cast.
6. Only practicing members present and registered proxies have the right to vote and voting shall be by show of hands and proxy cards, unless a secret ballot is ordered.
7. The Board of Directors shall have the authority to approve the minutes of the Annual Meeting.
8. The rules of debate shall be strictly observed.
9. All members and guests are asked to turn off electronic devices while inside the meeting room.
10. As some participants may be sensitive to perfume or aftershave, members and guests are asked to refrain from wearing scents.

## NANB Proxy Voting Form

(please print)

I, \_\_\_\_\_, a practising nurse member of the Nurses Association of New Brunswick, hereby appoint \_\_\_\_\_, registration number \_\_\_\_\_, as my proxy to act and vote on my behalf, at the annual meeting of the Nurses Association of New Brunswick to be held June 5, 2019 and any adjournment thereof.

Signed this day \_\_\_\_\_ of \_\_\_\_\_ 2019.

Registration number \_\_\_\_\_

Signature \_\_\_\_\_

Original signed proxy forms must be received before May 31, 2019 at 1300 hrs.  
Forms sent by mail or scanned original copies sent by email or fax will be accepted.

NANB  
165 Regent Street  
Fredericton NB E3B 7B4  
E-mail: nanb@nanb.nb.ca  
Fax : 506-459-2838



**Nurses Association** OF NEW BRUNSWICK **Association des infirmières et infirmiers** DU NOUVEAU-BRUNSWICK

# Resolutions

## 2019 NANB AGM



### Resolution 1: Governance Committee

WHEREAS in October 2017, the Governance Committee was formed and tasked with conducting a full-scale governance review as part of NANB's strategic plan;

WHEREAS current best practices in governance support moving away from the traditional Executive Committee model and introduce a governance-focused committee whose role is to support the Board of Directors in continuously improving the effectiveness and efficiency of its governance structure and to oversee NANB's management and human resources policies;

WHEREAS to ensure continuity and Board succession, the Governance Committee is also assuming the role and responsibilities of the Nominating Committee as defined in the NANB By-laws;

WHEREAS in order to reflect the new

organizational structure as well as the updated duties and responsibilities of the Governance Committee, terms of references were drafted and the Board is now moving forward with the necessary By-law changes to support the work of the Committee moving forward;

THEREFORE, BE IT RESOLVED that NANB's By-laws be amended to change the name of the Executive Committee to the Governance Committee and to clarify its roles and responsibilities which will now include the Nominating Committee responsibilities.

Submitted by: NANB Board of Directors

### Resolution 2: Notice of Meetings

WHEREAS the NANB By-laws currently state that notice of meetings and resolutions to be voted upon must be mailed to each member at least two (2) weeks prior

to the date of the meeting;

WHEREAS as part of NANB's strategic plan, efforts have been made to increase organizational effectiveness and reduce the use of paper;

WHEREAS the use of technology and the internet is a more cost-effective method to communicate and the current wording of the By-laws has not kept up with the changing times;

THEREFORE, BE IT RESOLVED that NANB's By-laws be amended to allow the Association to communicate with its membership by alternate methods using technology.

Submitted by: NANB Board of Directors

### Resolution 3: Life Members

WHEREAS as part of the governance review conducted by the Governance Committee, categories of membership within NANB were reviewed;

WHEREAS it was identified that Life Members currently have the same rights as practising nurse members;

WHEREAS the Association sees value in recognizing members for outstanding service, however best practice dictates that only practising members should be able to vote at meetings of the Association and hold office as a Board Director;

THEREFORE, BE IT RESOLVED that the NANB By-laws be amended to confer to Life Members the same rights and privileges as Non-Practising Members.

Submitted by: NANB Board of Directors

To view the complete proposed By-law amendments, please visit our website:

[www.nanb.nb.ca/agm](http://www.nanb.nb.ca/agm)



**APRIL 22–26, 2019**

Foot Care Management Course

- Saint John, NB
- » [www.seniorwatch.com/foot-care-management/](http://www.seniorwatch.com/foot-care-management/)

**APRIL 25–27, 2019**

Canadian Association of Nurses in HIV/AIDS Care: 27<sup>th</sup> Annual Conference, *Tradition + Innovation, Informing Today's HIV care*

- London, ON
- » <http://canac.org/annual-conference/>

**APRIL 26–30, 2019**

Operating Room Nurses Association of Canada: 26<sup>th</sup> National Conference, *Tides of Change, Oceans of Perioperative Excellence*

- Halifax, NS
- » [www.ornac.ca/en/news-events/conferences/ornac-2019](http://www.ornac.ca/en/news-events/conferences/ornac-2019)

**MAY 2–4, 2019**

Canadian Gerontological Nursing Association: 20<sup>th</sup> Biennial Conference, *Older Persons Climbing Mountains: Journeys and Transitions*

- Calgary, AB
- » <http://cgna2019.ca/>

**MAY 8–10, 2019**

29<sup>e</sup> congrès annuel de l'Association québécoise de soins palliatifs

- Montréal, QC
- » [https://pluri-congres.com/guide-virtuel\\_aqsp-2019/](https://pluri-congres.com/guide-virtuel_aqsp-2019/)

**MAY 6–12, 2019**

National Nursing Week: *Nurses: A Voice to Lead—Health for All*

**MAY 24, 2019**

UNB's 24<sup>th</sup> Annual Research Day, *Making Nursing Research Accessible*

- Fredericton, NB
- » [www.unb.ca/fredericton/nursing/](http://www.unb.ca/fredericton/nursing/)

**MAY 24–25, 2019**

Canadian Council of Cardiovascular Nurses: Spring Nursing Conference & Annual General Meeting, *Update Your Cardiovascular Nursing Toolkit*

- Winnipeg, MB
- » [www.cccn.ca/content.php?doc=182](http://www.cccn.ca/content.php?doc=182)

**MAY 24–26, 2019**

National Emergency Nurses Association National Conference 2019

- Saint John, NB
- » <http://nena.ca/conferences/>

**MAY 24–26, 2019**

Nurses Specialized in Wound, Ostomy & Continence 38<sup>th</sup> National Conference, *Advancing Specialized Nursing*

- Gatineau, QC
- » <http://nswoc.ca/conference/>

**MAY 27–29, 2019**

Community Health Nurses of Canada, *National Community Health Nursing Conference*

- Saint John, NB
- » [www.chnc.ca/en/conferences](http://www.chnc.ca/en/conferences)

**MAY 29–31, 2019**

Canadian Orthopaedic Nurses Association: 42<sup>nd</sup> Annual Conference, *The Rising Tides of Orthopaedics*

- Saint John, NB
- » [www.cona-nurse.org/calendar/](http://www.cona-nurse.org/calendar/)

**JUNE 3 & 4, 2019**

NANB BoD Meeting

- NANB Headquarters, Fredericton, NB
- » [www.nanb.nb.ca/](http://www.nanb.nb.ca/)

**JUNE 4, 2019**

NANB 2019 Awards Reception

- Delta Fredericton, Fredericton, NB
- » [www.nanb.nb.ca/agm/awards](http://www.nanb.nb.ca/agm/awards)

**JUNE 5, 2019**

NANB AGM

- Delta Fredericton, Fredericton, NB
- » [www.nanb.nb.ca/agm/](http://www.nanb.nb.ca/agm/)

**JUNE 13 & 14, 2019**

Canadian Nursing Informatics 2019 National Conference, *Nursing Informatics IS Nursing*

- UNB Fredericton, Fredericton, NB
- » <https://cni.ca/page-18082>

**OCTOBER 23–25, 2019**

16<sup>th</sup> Biennial Custody and Caring Conference on the Nurse's role in the Criminal Justice System, *Social Justice in Forensic Mental Health and Correctional Nursing*

- Saskatoon, SK
- » <http://custodyandcaring.usask.ca/information.php>

**OCTOBER 24–26, 2019**

Canadian Association on Gerontology 48<sup>th</sup> Annual Scientific and Educational Meeting, *Navigating the Tides of Aging*

- Moncton, NB
- » <https://cagacg.ca/>

# 2019 NANB ELECTION

## Meet Your Candidates

Members in Region 6 (Bathurst and Acadian Peninsula) will also be able to cast their vote for Regional Director. Candidate profiles can be found on page 17.



# NEW! Standards of Practice for Registered Nurses



## Apply Your Standards!

Visit NANB's website [www.nanb.nb.ca](http://www.nanb.nb.ca) for the full document along with other helpful resources.