



## **ANNUAL REPORT**

**2024**

# Annual Report 2024

## ***Land Acknowledgement***

In the spirit of Reconciliation, we acknowledge that the land upon which the College of Registered Nurses and Midwives of Prince Edward Island (CRNMPEI) stands is unceded Mi'kmaq territory. Epekwitk (PEI), Mi'kma'ki, is covered by the historic Treaties of Peace and Friendship. We pay our respects to the Indigenous Mi'kmaq People who have occupied this Island for over 12,000 years; past, present and future. The Council and staff of CRNMPEI renew our commitment to learn from the mistakes of the past.

## ***Council-Chair's Report***

I want to start off my first Council Chair's report by thanking my fellow Council Members for their hard work and dedication. They are highly engaged and truly understand the importance of regulating nursing and midwifery practice in the public interest.

In 2024, the councils of the College of Licensed Practical Nurses of PEI and CRNMPEI met to ponder the question "*Would the public of PEI be best served by one regulatory college for nursing and midwifery in PEI?*" The two councils also met separately with the Nova Scotia College of Nursing to learn about their experience of joining two legacy colleges in 2019. Following these meetings, it was decided the next step was to consult registrants, system partners, interested parties, and the public. In December of 2024, MDR Strategy Group was hired to conduct the consultation to begin in early 2025.

This past year the Council focused on governance. The health regulators in PEI partnered with Holland College to develop a Governance Learning Module. The module is for current and new council members to assist them in understanding their duties and roles.

The highlight of 2024 for Council and staff of CRNMPEI was our ability to participate in a Blanket Exercise that explored the historical relationship between Indigenous and non-Indigenous people in Canada. The exercise was emotional and impactful as we learned the truth of the detrimental impact colonization had on the health, safety, and culture of the Indigenous people. Council and staff continue to move initiatives forward and engage with Indigenous Islanders to create culturally safe policies and practices.

All the best,



Mark MacKenzie

## **CNPS Update**

Canadian Nurses Protective Society (CNPS) continues to provide liability protection to all RN, NP, and RPN 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 2024 CNPS continued to provide education sessions on relevant legal topics related to nursing practice. CNPS fees for the 2024-2025 registration year remained the same as the previous year. Once a decision is made for the 2025-2026 year, this will be communicated to registrants.

## **Liability Protection for Registered Midwives**

As per the *Midwives Regulations (2022)* all registered midwives (RM) in the province must carry liability protection. Unlike RNs, NPs and RPNs, 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 (2022)*.

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

Change, innovation, modernization, and collaboration are a few words that come to mind as I reflect on another dynamic year for CRNMPEI. I will start off my report by thanking my amazing team at the College. This past year CRNMPEI has stretched our small resources by taking on several important projects which are highlighted in this report. Our team works hard to ensure that registered nurses, nurse practitioners, registered psychiatric nurses, and midwives have the resources they need to practice safely, competently, and ethically.

## **CRNMPEI Staff**

In 2024 we said good-bye to Rosemary White, Regulatory Investigator for CRNMPEI. It was a pleasure working with Rosemary. Her knowledge and expertise will be missed. We wish her all the best in her retirement. The Regulatory Investigator position was posted and the deadline for application was December 2024. The successful candidate will be announced in the Spring eNewsletter.

Jillian Mosher is the Coordinator of Regulatory Services, responsible for application review and registration. Debra Smith is the Coordinator of Professional Practice responsible for policy and resource development and practice consultations. Jennifer Smith is our Administrative Assistant, and she assists with the registration process.

In my role as the registrar of the College, I am responsible to ensure that applicants meet the requirements for registration and to assess and manage complaints as outlined in the RHPA. As CEO, I manage the day-to-day operations of the College and manage and support staff. I report directly to the Council of the College and prepare the agenda and materials for Council meetings.

## **Communication**

There are two main communication methods between registrants and the College. The first is the eNewsletter. This is published quarterly and highlights important information to keep registrants up to date on changes to legislation and to inform them about new policies and practice directives that support their practice. The second is the website which is kept updated regularly. In December of 2024, Council approved the hiring of a local company, Techno Media, to assist College staff in making our website more user friendly.

## **Regulation Amendments**

In 2024, amendments were made to *Registered Nurses Regulations (2023)*. These amendments included designating psychiatric nursing as a health profession in PEI, allowing registered nurses and psychiatric nurses to apply for special authorization to become Authorized Prescribers, and updating currency requirements for NPs. These amendments came into force in August and the name of the regulations was changed to the *Registered Nurses and Registered Psychiatric Nurse Regulations (2023)*. CRNMPEI appreciates the collaborative relationship between the College and the Government of PEI.

## **Nursing Education Programs**

CRNMPEI is responsible to review and approve entrance to practice education programs in PEI. Currently, the College approves registered nursing and nurse practitioner programs. Work is underway to determine the feasibility of a psychiatric nursing program and a midwifery program in Atlantic Canada.

Council has adopted the College of Nurses of Ontario Program Approval Process. The new process will provide the University of Prince Edward Island (UPEI) programs with objective feedback and data through a regulator lens. Preparations for a comprehensive review began in 2024 with the review beginning in the fall of 2025.

In 2024, the first intakes began for the Transition to Registered Nursing in Canada (TRNC) program and the Registered Nurse Internationally Educated Bridging Program (RNIEBP). The TRNC is a 14-week program for Internationally Educated Nurses (IENs) that assists an IEN to meet PEI currency requirements, supports them in passing the entrance to practice exam for Canada, and helps them transition into nursing in the Canadian context. The RNIEBP is a more comprehensive program for IENs that is 9 months in length. An IEN participates in this program if they have not practiced nursing in more than 10 years, or they have not been able to successfully complete TRNC or the entrance to practice exam after three writes.

A new Refresher Program was launched in 2024 for Canadian Educated RNs that no longer meet currency requirements. The program is 12 weeks in duration and includes online theory, laboratory instruction, and supervised clinical practice.

With the changes to the *Registered Nurses and Registered Psychiatric Nurses Regulations (2023)*, a new program started to support RNs becoming Authorized Prescribers. This program contains three courses on advanced assessment, diagnosing and prescribing, and supervised clinical.

The TRNC, RNIEBP, Refresher Program, RN Prescribing Program have been adapted from Saskatchewan Polytechnic and approved by Council.

### **Truth and Reconciliation**

Council continues their meaningful work to ensure our policies, procedures, and discipline process are culturally safe. This work will continue over the next few years. In 2024, CRNMPEI applied for a Microgrant to fund the adoption of the BCCNM Cultural Safety and Humility Indigenous Practice Standard and to support the creation of additional learning resources.

### **Collaboration with other Regulatory Colleges**

CRNMPEI participates in the PEI Health Regulators Collaborative. This group is formed from the regulatory colleges that are under the Regulated Health Professions Act (RHPA). The purpose of the group is to share information and make shared recommendations to Government on changes to the RHPA.

From a pan-Canadian perspective, CRNMPEI is a small regulatory body. It is vital for our college to maintain positive working relationships with our jurisdictional colleagues to benefit from their support in resource creation and problem solving. As CEO, I am on the Boards for the Canadian Council of Registered Nurse Regulators (CCRNR), the Registered Psychiatric Nurse Regulators of Canada (RPNRC), the Canadian Midwifery Regulators Council (CMRC), and a member of the Canadian Nursing Regulators Collaborative. These groups are responsible for the maintenance of Entry Level Competencies, Entrance to Practice Exams, and many other shared initiatives that support regulation within the Canadian context.

Internationally, we are Exam User Members of the National Council of State Boards (NCSBN) of Nursing based out of the United States of America. Our College was granted Exam User Status in 2024. The title of Exam User is a bit misleading since CRNMPEI has been using the NCLEX-RN, which is owned by NCSBN, since 2015. An Exam User with NCSBN must have a strictly regulator focus and not participate in association activity. CRNMPEI applied for this status and was voted in by members of NCSBN at their AGM. This status gives CRNMPEI voting privileges with NCSBN and the ability to participate in committees and working groups. Being a part of NCSBN gives our College an opportunity to learn from our American colleagues and to share our practices with them.

### **Registration Database**

Council decided in 2023 to switch registration database providers. Our former provider raised costs exponentially and began charging in US dollars. This greatly impacted our

ability to make any changes to existing forms and functionality. Many Canadian Nursing Regulators were using the Alinity Database through Softworks. The change over started in July of 2024 with registrants renewing in the new system. With the Alinity product, staff can create customized reports and make small changes to the system. As we continue to build and refine our database, we hope that applicants and registrants have a positive user experience.

## **Right Touch Regulation and Person Centre Regulation**

CRNMPEI aims to be accountable, transparent, proportionate, consistent and agile in all we do to regulate the professions of nursing and midwifery in the public interest. We strive to utilize the right amount of regulatory force to achieve desired outcomes recognizing that people are at the centre of what we do.

## **Dr. Vera Dewar Scholarship**

The College administered the Dr. Vera Dewar Scholarship in 2024 with many individuals applying. Ten individuals were awarded funds to support their continuing education.

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

Bylaw edits for 2024

- Item 1.5.1 removed “formerly known as the Executive Director”
- Item 1.6.1(iv) added the words “For Registered Nurses, Nurse Practitioners and Registered Psychiatric Nurses
- Item 1.6.2 (a) added the words “or midwifery” and added the words “Psychiatric Nurse (RPN)”
- Item 1.6.2 (c) added the words “Registered Psychiatric Nurse”
- Item 1.6.2 (d) added the words “Registered Psychiatric Nurse” and added the words “Registered Nurses and Registered Psychiatric Nurses Regulations”
- Item 2.2, added the words “registered psychiatric nurse”
- Item 2.3.1 added the words “eight”, “registered psychiatric nurse”
- Item 2.4.3 added the words “a Council member that is a registered member of the College”
- Item 5.5.2 Edited to change “Registrar to CEO” and added “RPNRC”
- Item 5.5.3 Edited to change “Registrar to CEO”
- Item 5.5.4 Edited to change “Associate Member to Exam User Member” and added the words “and may seek election to any boards and committees of NCSBN”
- Item 7.1.1 added the words “nurse practitioner, registered psychiatric nurse or registered midwife”
- Item 12.1.2 added the words “or for special authorization”
- Item 12.1.3 added the words “Nurse Practitioner, Registered Psychiatric Nurse or

### Registered Midwife”

- Item 12.1.5 added the words “and Registered Psychiatric Nurse”
- Item 12.1.5(a) removed the words “for RNs and 12 months for NPs”
- Item 12.1.5(f) New item added
- Item 12.1.9 added the words “the Registered Nurse and Registered Psychiatric Nurse Regulations”
- Item 12.1.11 removed
- Item 12.2 added the words “and RPN”
- Item 12.4 added:
  - Registered Psychiatric Nurse to Application fees
  - Application Fee, Special Authorization \$100
  - $\$465.02 + \$78.20$  (CNPS including HST) =  $\$543.22$
  - $\$490.50 + \$183.43$  (CNPS including HST) =  $\$673.93$
  - Registration Fee, RPN or Provisional:  $\$465.02 + \$78.20$  (CNPS including HST) =  $\$543.22$
  - Registration Fee, Registered Midwife General or Provisional:  $\$592.25$
  - Registration Fee, Partial Year (after May 1st) RN or Provisional:  $\$265.02 + 78.20$  (CNPS including HST) =  $\$343.22$
  - Registration Fee, Partial Year (after May 1st) Nurse Practitioner:  $\$290.50$   
+
  - $\$183.43$  (CNPS including HST) =  $\$459.64$
  - Registration Fee, Partial Year (after May 1st) RPN or Provisional:  $\$265.02 + 78.20$  (CNPS including HST) =  $\$343.22$
  - Registration Fee, Special Class RPN:  $\$106.00$
  - Removed Unauthorized Practice Fee:  $\$100.00/\text{day}$  to a maximum of  $\$5000$ .

The following policies and practice directives were also created or revised in 2024 to inform RN, NP, and RM practice:

### Policies:

- Conduct Unbecoming Policy – Revision
- Discipline Hearing Public Attendance Policy – Revision
- Nurse Practitioner CDS Notification Policy – Revision
- Transition to Practice – Revision
- Mentoring/Preceptorship – Revision
- Discipline Document Management Policy – Revision
- Investigator Access to Records Policy - Revision
- Privacy and Security of Discipline Document Policy – Revision
- Reporting Suspected Criminal Activity – Revision
- Accommodation for Entrance to Practice Exam – Revision
- Discipline Decision Publication Policy – Revision
- Nurse Practitioner Authorization of Cannabis (Removed)
- Nurse Practitioner Program Approval (Removed)

- Temporary Modifications to MAID Guidance Document (Removed)
- Temporary Emergency Registration Policy (Not in use)
- Midwives Second Birth Attendant Policy
- English Language Proficiency Policy – Revision
- Currency of Practice Policy - Revision
- Requisite Skills and Abilities (new)
- Unauthorized Practice Policy - Revision
- Provisional Registration Policy - Revision
- Currency Requirements Policy - Revision
- Supervision Policy - Revision
- Recognition of Nursing Practice Hours Policy - Revision
- Acceptable Behaviour and Communications Policy – Revision
- Applicant in a Disciplinary Process in Another Jurisdiction - Revision
- Late Registration Policy – Revision
- Code of Conduct - Revision
- Charged or Convicted of a Criminal Offence Policy – Revision
- Criminal Record Check Policy - Revision

#### Practice Directives:

- Midwives Consultation and Transfer of Care Guidance Document - Revision
- Delivery of Care Through Technology - Revision
- Advertising – Practice Directive (new)
- Therapeutic Nurse Client Relationship – Practice Directive (revised to include RPN)
- RPN Code of Ethics (new)
- RPN Standards of Practice (new)
- RPN Entry Level Competencies (RPNRC new)
- RPN Independent Practice – Practice Directive (new)
- RPN Scope of Practice (new)
- RN Prescribing – Practice Directive (new)
- Code of Ethical Conduct – (new)
- Practice Directive – Psychosocial Intervention (new)
- English Language Proficiency Policy - Revision
- CMRC Midwife Self-Assessment Tool - Revision

#### **Website**

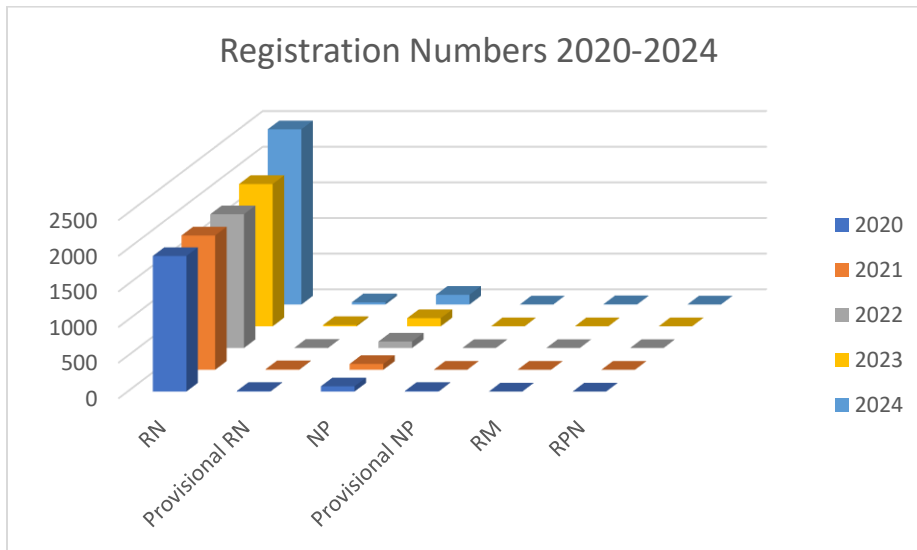
The most frequently visited website pages were the NP directory, midwife directory, discipline decisions, discipline hearings and IENs seeking registration. The highest traffic periods were January, April and September, a reflection of new graduate registrations and the renewal period. This data is consistent with the data from 2023.

## **Registrar’s Report**

### **Registration**

The registration numbers in 2024 represent an increase across all registers and classes (except for RPN as this register began August of 2024). The data presented in the graphs below is for the registration year ending on October 31, 2024.

*Figure 1 Registration Numbers for 2020-2024*



The increase in RNs and NPs for the registration year 2023-2024 is partly due to an increase in travel nursing and virtual care. Figure 2 shows the number of NPs that have out of provinces address listed with CRNMPEI. This accounts for 38% of the total number of NPs registered in PEI. For RNs, Figure 3 shows 16% of RNs live outside of PEI.

Figure 2 NP Residency.

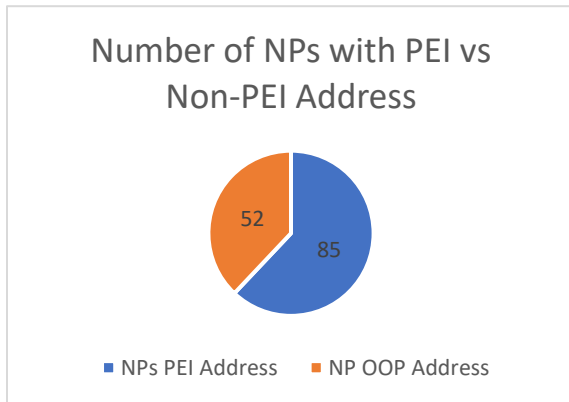
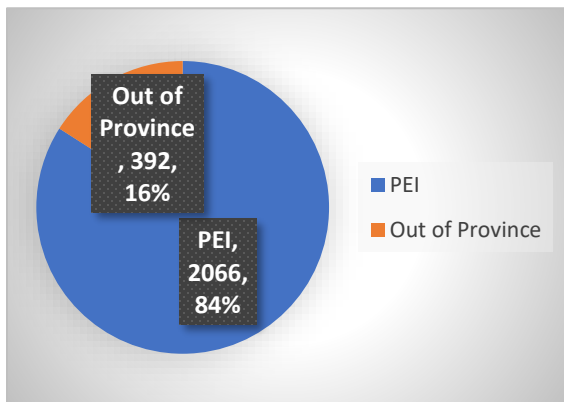


Figure 3 RN Residency



### Registrant Demographics

For registered nursing registrants, 93% identify as female and 7% identifying as male. For NP registrants only 5.8% identify as male. Over half of the RN registrants are between the ages of 21-40. The largest age group is between the ages of 31-40 and the smallest group of registrants is 71 years+. For NPs, 75% of registrants are between the ages of 31-50. It is not surprising that the NPs have higher numbers in the 41-50 years age range as RNs normally spend several years in practice before completing their graduate degree to become an NP.

Figure 4 Age Range of RN Registrants

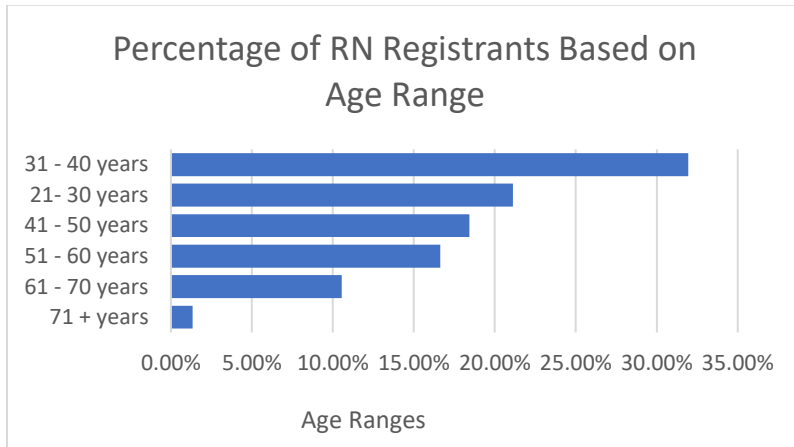
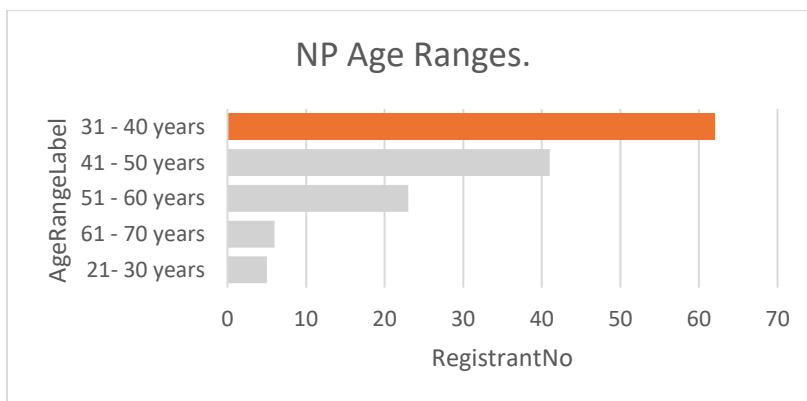
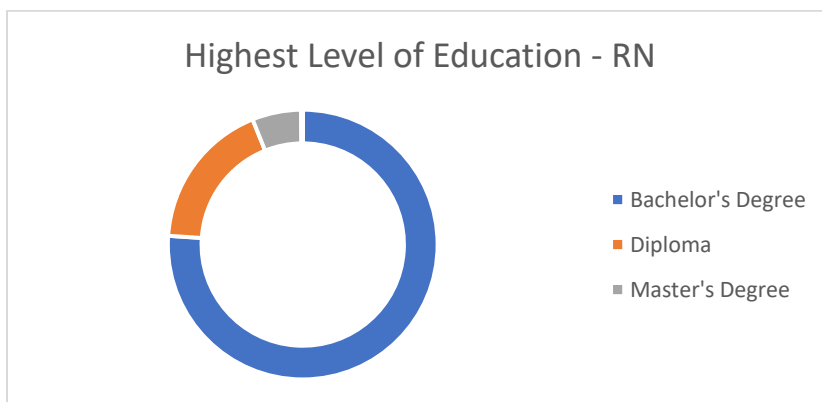


Figure 5 Age Range of NP Registrants



Most registered nurses have reported a bachelor’s degree as their highest level of nursing education. Six percent reported a master’s degree. These numbers may be higher as this information is self reported during registration renewal.

Figure 6 Highest Reported Level of Education RN



Demographic information for Registered Midwives is not reported due to the number of registrants being less than 5. There were no Registered Psychiatric Nurses on the register at year end for 2024.

### **Entrance to Practice Exams**

#### **NCLEX-RN**

The NCLEX-RN is the entrance to practice exam for all Canadian Provinces and Territories (except for Quebec) since 2015. The exam is owned by the National Council of State Boards of Nursing. Canadian subject matter experts contribute to item writing and item review, making it a North American exam that is reflective of practice in both countries.

Graduates from UPEI have performed well on the NCLEX-RN with a high first-time pass rate. The table below shows pass rates for the last 3 years.

*Table 1 NCLEX-RN UPEI Graduate First-Time Pass Rates*

| <b>Year</b> | <b>Accelerated Graduates</b> | <b>4 Year Program Graduates</b> |
|-------------|------------------------------|---------------------------------|
| <b>2022</b> | 100%                         | 76%                             |
| <b>2023</b> | 93%                          | 92%                             |
| <b>2024</b> | 100%                         | 92%                             |

#### **CNPE – F/A**

The Canadian Nurse Practice Exam – Family and All Ages is the current entrance to practice exam in all Canadian Provinces and Territories (except Quebec). Some jurisdictions do except other exams for speciality programs. A new regulatory framework will be introduced in 2026 for nurse practitioner regulation. This includes new Entry Level Competences that were introduced in 2023, changes to NP education programs in Canada to prepare NPs for practice in all settings across the lifespan, and a new Entrance to Practice Exam beginning in 2026.

*Table 2 CNPE UPEI Graduate First-Time Pass Rates*

| <b>Year</b> | <b>Results</b> |
|-------------|----------------|
| <b>2022</b> | 100%           |
| <b>2023</b> | N/A*           |
| <b>2024</b> | 100%           |

\*UPEI Master of Nursing – NP Stream has a graduating class every second year.

### **Discipline**

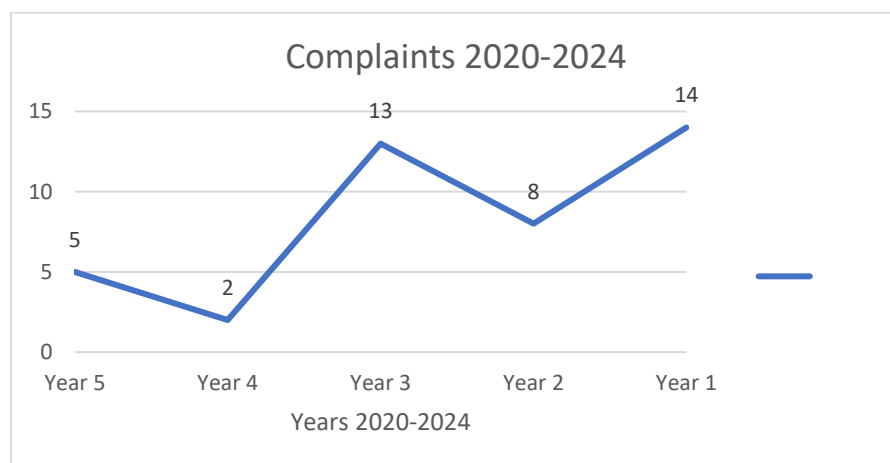
In 2024 there was a total of fourteen new complaints, the highest on record for CRNMPEI. Of those 14, three were dismissed by the registrar, two were dismissed by an Investigation committee, one resulted in an Order by an Investigation Committee, and the remaining 8 are still in process.

There were no Hearing Committee meetings held in 2024. The College did receive a Supreme Court of PEI and a Court of Appeals decision. In both cases the appeal was defeated, and the decision of the Hearing Committee's were upheld.

Due to the relatively small number of complaints received by CRNMPEI (when compared to other Canadian jurisdictions), trends cannot be identified.

The figure below shows the number of complaints received over the last 5 years, with 2022 (Year 4) having the least amounts of complaint. This may have been due to the Covid-19 Pandemic.

*Figure 7 Number of Complaints between 2020 and 2024*



### ***Professional Practice***

Professional practice inquiries received from registrants help to inform the practice directives and guidance document we publish. Practice inquiries also influence the College's requests for legislative changes to Government. During professional practice calls or email messages, CRNMPEI staff may refer a registrant or an employer to a specific policy, practice directive or a piece of legislation. The main themes for 2024 are listed below:

#### **Registrants**

- Independent practice, self-employment
- Scope of practice (am I allowed to do this?)
- RN prescribing
- Virtual care, use of technology

#### **Employers**

- Professionalism
- Communication

## ***Committee Reports***

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

The NP Advisory Committee met in January of 2024 for an information sharing session. The items discussed were the NP Regulatory Framework Project, the introduction of RN Prescribers, and challenges faced by NPs in the workplace.

### ***Executive Committee***

The Executive Committee for 2024 was Mark MacKenzie, Council Chair, Chelsea Chessman, Council Chair-Elect and Daniel Hughes, Public Representative. The Executive Committee reviews the Council agenda prior to Council meets and will meet several times a year to discuss operations and other College business.

Kind Regards,

A handwritten signature in cursive script that reads "Melissa Panton".

Melissa Panton  
Chief Executive Officer and Registrar