



THE COLLEGE OF

REGISTERED PSYCHIATRIC NURSES of MANITOBA

2010 Annual Report

Board of Directors of the CRPNM 2009-2011



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President



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RPN, BScMH
Vice-President



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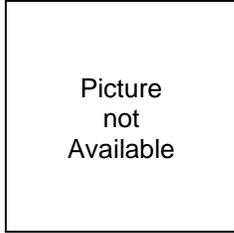
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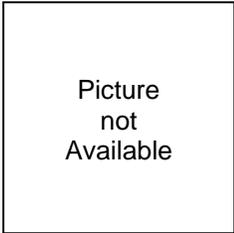
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THE COLLEGE OF REGISTERED PSYCHIATRIC NURSES OF MANITOBA

The mission statement of the College of Registered Psychiatric Nurses of Manitoba is to ensure that the public of Manitoba receives safe, effective psychiatric nursing services. This is done through three main goals:

1. The CRPNM administers *The Registered Psychiatric Nurses Act*, its regulations and the CRPNM by-laws effectively.
2. The CRPNM provides support to Registered Psychiatric Nurses for safe, effective practice.
3. Registered Psychiatric Nurses are full participants in the development, implementation, provision and evaluation of mental health services.

Under each of those goals are Core Functions and Strategies used to actualize the mission statement. The human resources used to put this into action include a Board of Directors, one-third of whom are public representatives; standing and ad hoc committees and a small staff complement.

The standing or legislated committees are:

- the Appointments Committee which recruits public representatives to sit on the board of directors and committees of the College;
- the Discipline Committee which is used by the College in the prosecution of members or former members who are alleged to have breached the Code of Ethics, Standards of Psychiatric Nursing Practice or expected competencies; or who have demonstrated problems with conduct or fitness to practice;
- the Investigation Committee which receives and reviews all complaints about the conduct, behaviour and/or practice of members or former members and determines disposition of the matter in accordance with section 23 of *The Registered Psychiatric Nurses Act*;
- the Psychiatric Nursing Education Approval Committee which makes recommendations to the board of directors about the Standards and criteria used for the evaluation of the psychiatric nursing education program and oversees the actual evaluation process.

Each of these committees also includes a membership of which one-third are public representatives. The CRPNM also has a Professional Practice Committee that addresses professional practice concerns. The CRPNM also takes part in inter-provincial committees on Code of Ethics and Standards; on registration examinations; and on the registration of internationally educated psychiatric nurses.

The CRPNM has a complement of 3 full-time and one part-time staff positions. The full-time positions are that of Executive Director, Practice Consultant/Deputy Registrar and Administrative Assistant. The Accountant/Business Services Manager position is one of 15 hours per week.

A group of volunteers ensures that the profession and/or the College is represented at various activities that may be held at local, regional, provincial, national and international levels.



Marlene Fitzsimmons and Kay Armstrong
1st Annual CRPNM Awards Dinner, 1998



Class of 1998
First graduating class of the BScPN program

<p>Annual Report of the President, Leo O'Rourke and Executive Director, Annette Osted</p>

The past year has been very active on a variety of fronts with major efforts going into the approval process for the BScPN program, legislation, registration issues, the Psychiatric Nursing Planning Group and the promotion of the 2013 RPNC World Congress that will be hosted by the CRPNM. Reports on other areas of activity are also included in this and other reports in this publication. As stated elsewhere in this publication, the CRPNM achieves its mission through three main goals.

1. The CRPNM administers *The Registered Psychiatric Nurses Act*, its regulations and the CRPNM by-laws effectively.

The Approval Process for the Bachelor of Science in Psychiatric Nursing program took place during the first six months of 2009 and resulted in a full four-year approval of the program by the board of directors. This was the first time that the program received the maximum approval by the board. The faculty worked very hard to achieve this full approval and they deserve recognition of all their efforts. The CRPNM also thanks all the students, preceptors, recent graduates and employers who participated in the approval process by responding to surveys and/or participating in focus groups. Dr. Michel Tarko, RPN, was the external evaluator for the site visits and he commended the faculty in his report to the Psychiatric Nursing Education Approval Committee (PNEAC). Thank you to the PNEAC members: Chair Atlanta Sloane Seale, PhD; Doreen Fey, RPN, MHA; Patrick Griffith, RPN, MPA; Isabelle Jarrin, RPN, BScPN; Sharon Taylor, MSW; Christine Wasnie, RPN.

During 2008, the PNEAC led a process to review and revise the Standards for Approval of Psychiatric Nursing Education. A new document was approved by the Board of Directors in September 2008 and the document became a regulation under the Act in July 2009. The PNEAC is now reviewing indicators and criteria for the Standards document.

Separate reports are included elsewhere on Complaints, Investigations and Disciplinary Hearings. Although there is also a separate report on Registration issues by the Deputy Registrar, it is worthwhile to note that there has been much activity in this area with the proclamation of the Fair Registration Legislation and the appointment of a very competent and very active Fairness Commissioner. The CRPNM has had to review all of its processes in terms of this new legislation and we are now involved in a pilot project that, although focused on internationally educated applicants, we anticipate will be very useful for overall applicants and existing registrants in the longer term. The CRPNM Deputy Registrar will provide more details on this project in her report.

We have also been reviewing the Mutual Endorsement Agreement that exists between the RPN regulatory bodies in the four Western provinces. These jurisdictions have been working on the issue of mobility for Registered Psychiatric Nurses throughout Canada and for recognition of our profession in a consistent way by federal government agencies. A most noteworthy development is the proclamation of legislation recognizing Registered Psychiatric Nurses and the establishment of a regulatory process for RPNs in the Yukon. RPNs can now be recognized as a separate profession in that jurisdiction.

A big development during the past year has been the proclamation of the Regulated Health Professions Act. This is a piece of legislation that would apply to all regulated health professions. Each profession would then have their own separate regulations under that Act. The CRPNM is now in the process of preparing draft regulations for consultation with RPNs. This will include discussions about "reserved acts"; that is, acts that can only be performed by one or more regulated health professionals. This legislation will also require some adjustments to the CRPNM by-laws and policies.

2. The CRPNM provides support to Registered Psychiatric Nurses for safe, effective practice.

The CRPNM, through its Practice Consultant, took a strong leadership role in the development and validation of a new national Code of Ethics and Standards of Psychiatric Nursing Practice. Under the auspices of the Registered Psychiatric Nurses of Canada, this effort has taken three years of hard work by a national committee on which the regulatory jurisdictions of BC, Alta, Sask and MB were represented. The Committee was chaired by Laura Panteluk. The validation process included different representatives from those same jurisdictions. Over 500 RPNs from those four provinces participated in the validation process. The new Code of Ethics and Standards of Psychiatric Nursing Practice document was approved by the Registered Psychiatric Nurses of Canada and will be presented to the CRPNM Board of Directors at their next meeting for approval and then presented to the Annual

Meeting for approval as the new CRPNM Code of Ethics and Standards of Psychiatric Nursing Practice. The next step is the development of a national document on entry-level competencies.

In May 2009, CRPNM staff began exploring the concepts of Advance Practice roles for RPNs with others who would be interested in any such developments. This included the College of Physicians and Surgeons, the Manitoba Pharmaceutical Association and the College of Registered Nurses of Manitoba. Some slow progress has been made in this area and our goal is that the first meeting of the CRPNM Advance Practice Committee will take place before the end of June of 2010. We are very pleased that Marg Synyshyn, RPN, BHSc (Psychiatric Nursing), MA(c) has agreed to chair the Committee.

The effort toward Advance Practice roles has been boosted by the very recent announcement that the Government of Manitoba has approved the establishment of a Master's program in Psychiatric Nursing at Brandon University. We are grateful for Dr. Dean Care, Dean of the School of Health Studies at Brandon University and the faculty of the Bachelor of Science in Psychiatric Nursing program for the very special efforts they made towards that goal. Acknowledgement must also be made to Dr. Renée Robinson who made a special contribution to the development of the proposal for the MPN. Unfortunately, funding has not been approved by the Government of Manitoba for the MPN and there are no guarantees for future funding. Given the extreme difficulty for RPNs to continue their education in their field of practice and the serious shortage of psychiatric nursing faculty, this continues to be a crucial concern for the CRPNM.

The CRPNM continues to participate in liaison meetings with the College of Licensed Practical Nurses of Manitoba, the College of Registered Nurses of Manitoba and the Manitoba Nurses Union (which includes representation from the Council of Health Care Unions) approximately four times per year. This year's meetings resulted in joint presentations being made to each of these Boards of Directors on Scope of Practice issues for all three regulated nursing professions. The presentation to the CRPNM Board will be made at its September meeting.

The CRPNM is committed to encouraging and supporting Registered Psychiatric Nurses in continuous learning and the sharing of knowledge. To that end, the CRPNM provides support to the Registered Psychiatric Nurses Foundation Inc. in terms of bookkeeping and accounting services. CRPNM staff are also involved with the Foundation by answering inquiries and by volunteering for special events. As part of the College's efforts to ensure ongoing development of quality practice, the College supports Registered Psychiatric Nurses whose abstracts for either a presentation or poster are accepted at any RPN World Congress for Psychiatric Nurses. In 2010, the CRPNM sponsored nine such Registered Psychiatric Nurses by paying for their airfare to attend the Congress in Vancouver.

3. Registered Psychiatric Nurses are full participants in the development, implementation and evaluation of an effective, integrated mental health services delivery system.

The CRPNM Board of Directors made a submission to the consultants who were preparing Mental Health Strategy for Manitoba. No submissions had been requested and opportunities for input were limited. However, the CRPNM was invited to one consultation session. We hope that our input, through both the consultation session and the written submission were given serious consideration. One issue that the CRPNM put forward was the need for a Masters program in Psychiatric Nursing to ensure an ongoing supply of qualified psychiatric nursing faculty and to work towards the establishment of Advance practice roles for RPNs so that access to mental health services in Manitoba can be enhanced. We anticipated the Mental Health Strategy to be released by January of 2010 but have still not heard of its completion or release. The CRPNM submission is available on the College website.

At the end of June 2008, a small group composed of representatives from Manitoba Health and Healthy Living, employers of RPNs, the CRPNM, the Council on Post-Secondary Education, a person with lived experience of mental illness and a family member started meeting to do some planning for the profession of Psychiatric Nursing in Manitoba. This resulted from a request made by the CRPNM to the Minister of Health, the Minister of Healthy Living and the Minister of Advanced Education and Literacy. The CRPNM board of Directors had been concerned that although there seemed to be plans for the recruitment and retention of Licensed Practical Nurses and Registered Nurses, our profession often seemed to be forgotten in such plans. Terry Goertzen, Assistant Deputy Minister of Health assumed the chair and Workforce Planning provided the staff support. Although the target date for the release of the document was December 2009, there have been delays with the report. We are hoping to receive at least a final draft of the report for review before the 2010 CRPNM Annual General Meeting.

In September 2008 at the first Canadian conference on Patient Safety in Mental Health, an initial discussion took place between the Executive Directors of the CRPNM and the Manitoba Institute for Patient Safety. Following

discussions, a partnership developed between the two agencies in conjunction with the CRPNM's 50th anniversary conference. The theme supported by the Board of Directors is Patient Safety in Mental Health. Under the leadership of the Manitoba Institute for Patient Safety (MIPS) the CRPNM became a partner in the holding of a public forum on Patient Safety in Mental Health. The CRPNM had previously decided to have this as the theme for the 2010 Annual Conference with Dr. Ben Thomas, RMN as the keynote speaker. The public forum will be held on May 5th, 2010 and the Conference will be held on May 7th. Details about these events and about this year's CRPNM Awards Recipients are available on the CRPNM website www.crpnm.mb.ca. This year's Awards Dinner will be held following the Annual General Meeting on May 6th.

In celebration of our 50th anniversary, a reception was held at Government House on March 30th. His Honour Philip S. Lee and Her Honour Anita Lee were very gracious hosts indeed. Although the Board would have liked to invite many more persons to the event, we were limited in the number of persons who could be on the invitation list and it was therefore limited to Board members and their guest, Past Presidents, Committee Chairs and public representatives. Past Presidents Arie (Jack) Holleman (1971-1979); Barbara GrahamNorth (1987-1989); Jeff Gunter (1989-1993); Ellen Ledieu (1993-1997) and Marg Synyshyn(2001-2005) joined current President Leo O'Rourke at the event. His Honour's remarks can be found on his website: www.lg.gov.mb.ca.

CRPNM infrastructure to support the goals

The CRPNM has four staff persons: the Executive Director, Practice Consultant/Deputy Registrar and Administrative Assistant positions are all full-time while the Accountant works 15 hours per week. Thanks to the many talents of our Administrative Assistant, our newsletter is done in-house as is the maintenance of our website. Because of the expanded role that the Administrative Assistant now takes in the maintenance of the registration data base and the pilot projects in which we are or have been involved in relation to registration, we once in a while hire clerical assistance to keep up with the filing and other clerical work. The staff complement of the CRPNM has been more or less the same since 1991. CRPNM staff continue to provide representation for the profession on national projects.

With the assistance of the Appointments Committee (Marg Synyshyn, Bill Ashdown, Rebecca Sourisseau), the Board has a full complement of Directors with 10 elected RPNs and 5 public representatives, three of whom were appointed by the Minister of Health and two appointed by the Board of Directors.

25th Anniversary Dinner, 1985



(L-R) Roy (Spud) Armstrong, Jack Holleman, Alf Barnett, Marlene Fitzsimmons, Art Russell



(L-R) Art Russell, Tom Street, Elinor Samels, Charles Barnard

Report on Registration
 Laura Panteluk, RPN, BSPN
 Deputy Registrar

To meet its public protection mandate, the CRPNM ensures valid and timely registration and the prevention of unauthorized practice by implementing policies and processes for initial and continued registration. These policies and processes are consistent with requirements of the *Registered Psychiatric Nurses Act* and its attendant regulation.

The CRPNM online registration verification system has been available since 2004 to assist employers in meeting their obligations under the *Registered Psychiatric Nurses Act*. This verification site is used extensively by employers as it allows them to confirm the registration status of their RPN employees during the registration renewal period and throughout the year.

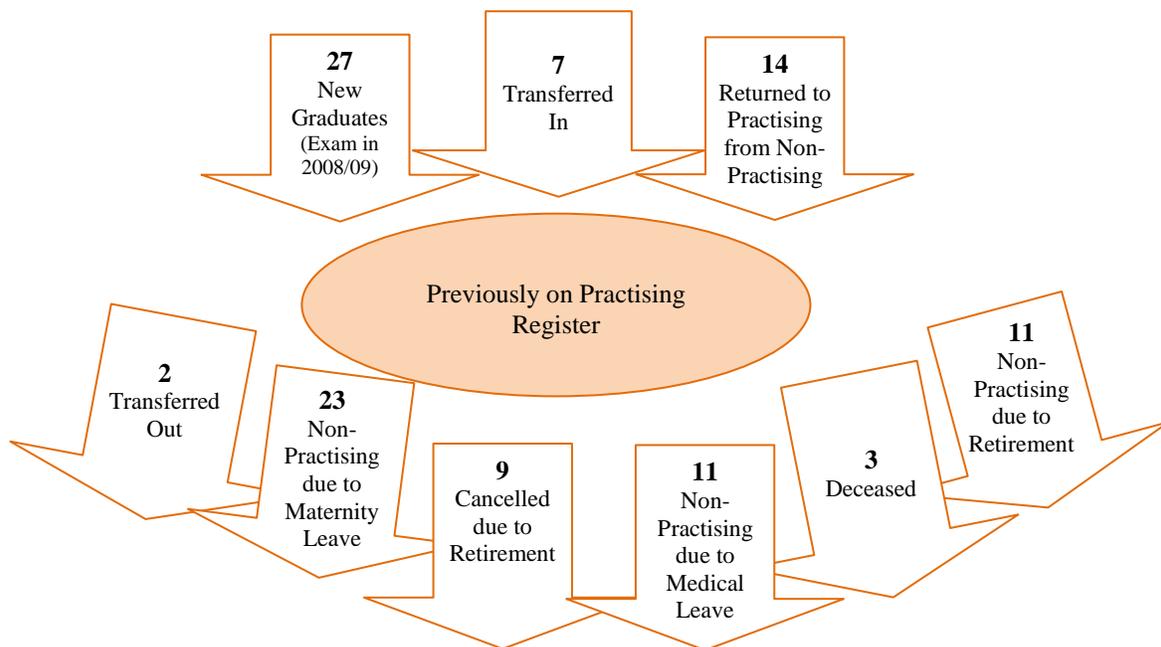
Complete employment information is a requirement of the *Registered Psychiatric Nurses Act* but is also essential for accurate psychiatric nurse data and for health human resource planning. On an annual basis, the CRPNM submits registration data, in aggregate form, to Manitoba Health, Workforce Policy and Planning and the Canadian Institute for Health Information (CIHI) for the purposes of health human resource planning. The CRPNM does not share personal member information with other persons or agents except where required by law.

The *Fair Registration Practices in Regulated Professions Act* was proclaimed on April 15, 2009 and established the Office of the Manitoba Fairness Commissioner (OMFC). At times specified by the Fairness Commissioner, regulators like the CRPNM, will be required to review their registration practices and to provide a report to the OMFC. The CRPNM is engaged in a number of activities (reported elsewhere in this report) with the Fairness Commissioner and although the CRPNM is not scheduled for registration review until after April 2011 we are currently developing our capacity to meet the *Fair Registration Practices in Regulated Professions Act* reporting obligations.

The CRPNM works to ensure the accuracy of the data and works with others, like Manitoba Health, to put the data in context for a comprehensive approach to health human resources planning. The CRPNM registration data is one source of data that is used for planning. The data in this report was captured at December 31, 2009. The following report identifies the demographics of the current RPN workforce; where the current supply of RPNs comes from; and, the utilization, in terms of place of work, of the current RPN workforce.

Registration Statistics

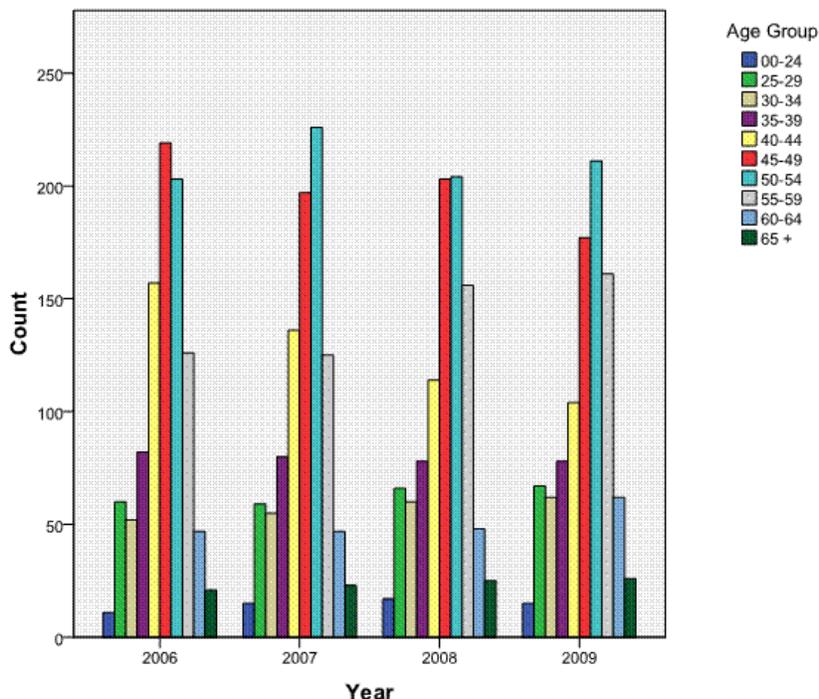
	December 31, 2007	December 31, 2008	December 31, 2009
Practising Registrants	963	971	963
Non-Practising	73	61	70



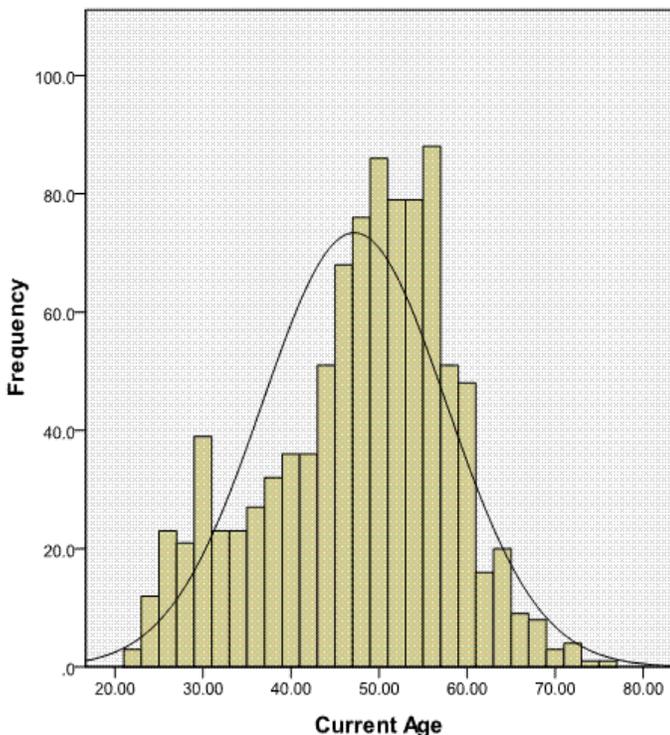
The above diagram shows the movement to and from the Practising register in 2009. In 2009, a total of 45 RPN's moved from the Practising to Non-Practising register due to maternity leave, medical leave or retirement. However, it is expected that more than 50% of these are only temporarily unavailable to the workforce

Demographics of the Current Supply

47.7% of the current RPN workforce in Manitoba is 50 years of age or older. A 2007 to 2008 comparison of age groups showed that there was an increase in the number of RPN's in the 55-59 year old age group. However, when 2008 and 2009 are compared, the larger increase was in the 61-65 year old age group which provides more compelling evidence that RPN's are staying the workforce longer.



Age at Graduation (2009)



Mean =47.1869
Std. Dev. =10.46012
N=963

The current average age at graduation is also increasing. From 2004 to 2009 there was an increase in the number of graduates who were 50 years of age or older at the time of graduation. This may suggest that psychiatric nursing is being chosen as a second or perhaps third career. In some instances, RPN's who were previously LPN's are represented in this category.

As the average age of the graduates increases so does the average age of the workforce. However, there is still overall evidence of renewal; it is expected that there will be an increase in the number of graduates in 2010; 34% of Manitoba RPN's are under the age of 45; and, the 25-29 year old age group is stable and increasing.

Supply- New Graduates

The CRPNM keeps data on the number of graduates who wrote the registration examination and who subsequently register. The number of graduates in the calendar year is defined as those individuals who have met all the requirements for registration except for the successful completion of the CRPNM registration examination. These individuals have met all of the requirements for completion of the Bachelor of Science in Psychiatric Nursing (BScPN) education program.

Registration Exams

YEAR	TOTAL NUMBER OF GRADUATES WHO WROTE THE REGISTRATION EXAM	# & PERCENT WHO DID NOT REGISTER	REASON
2009	34	7 (20%)	2 transfer to SK; 2 transfer to BC; 3 unknown
2008	40	7 (17%)	5 transfer to SK; 1 transfer to AB; 1 unknown
2007	33	6 (18%)	2 transfer to SK; 2 transfer to AB; 1 transfer to BC; 1 unknown
2006	43	10 (23%)	2 transfer to SK; 2 transfer to AB; 5 transfer to BC; 1 unknown
2005	34	6 (17%)	2 unknown; 1 maternity leave; 3 transfer to SK

Forty-three (43) BScPN students have informed the CRPNM of their intention to write the CRPNM registration exam in May or November of 2010. On average, 95% of new graduates pass the registration exam on their first attempt.

New Graduates who were New Registrants

There were twenty-three (23) new registrants who completed the BScPN in the 2009 calendar year. A new graduate may choose not to register in the year when they complete the psychiatric nursing education program. For example, half of the new graduates who wrote the CRPNM registration examination in November 2009 did not register until 2010. In the past five years, we have had an average of an 81% retention rate of new psychiatric nursing graduates. Additionally, 50% of the new graduates who had transferred to another province under the RPN Endorsement Agreement in 2008 have subsequently returned to Manitoba in 2009.

Supply- Out-of-Province/Out-of-Country

Migration Report (January 1-December 31, 2009)

Transfer Region	Transferred In	Transferred Out
Alberta	3	1
British Columbia	1	4
Other Country	1	1
Other Province	0	1
Saskatchewan	2	0
Total	7	7

Note: The "transferred out" data is collected when a RPN has requested that the CRPNM confirm their registration to another psychiatric nursing jurisdiction. This is one of the requirements under the endorsement agreement. Although this confirmation is provided it does not always mean the member left the province. However, in most cases it does. As of December 31, 2009, the CRPNM was aware that 2 RPN's had transferred to another psychiatric nursing jurisdiction.

The *RPN Mutual Endorsement Agreement* allows for mobility of RPN's between the four western provinces that regulate the psychiatric nursing profession in Canada. Although there are many reasons that RPN's may chose to move to another province, wages and recruitment incentives are often factors in the decision. The "transferred in" numbers are actual numbers.

Immigration, whether from foreign or Canadian sources, has not had any significant impact on the RPN supply for at least 25 years. However, it is expected that this will change in the future.

Recruitment and Retention

Manitoba's Nurses Recruitment and Retention Fund (NRRF) was established in 1999 to assist with recruitment and retention of Licensed Practical Nurses, Registered Nurses and Registered Psychiatric Nurses in Manitoba. NRRF funds a wide range of strategies towards this end.

According to Manitoba Health's *Nurses Recruitment and Retention Fund* data, from 1999 to February 28, 2010, thirty one (31) RPN's have received relocation assistance as one component of the province's "Come Home to Manitoba" campaign (Manitoba Health, 2010).

Personal Care Home Staffing Initiative

In response to the enhancements to the hours of direct care for residents in personal care homes, NRRF has established a grant to assist in addressing the workforce requirements to recruit nurses to work in personal care homes (Manitoba Health).

In 2005, Manitoba Health developed a poster campaign encouraging nurses from all three groups to consider work in personal care homes. The posters for each of the professions were different. The CRPNM expresses appreciation to Uzoma Asagwara, RPN who did a wonderful job of representing the psychiatric nursing profession in the marketing material.

**ALL YOUR SKILLS.
ALL YOUR KNOWLEDGE.
ALL YOUR HEART.**

CHOOSE A CAREER IN LONG TERM CARE

As a **REGISTERED PSYCHIATRIC NURSE** working in a long term care facility, here's what you can expect:

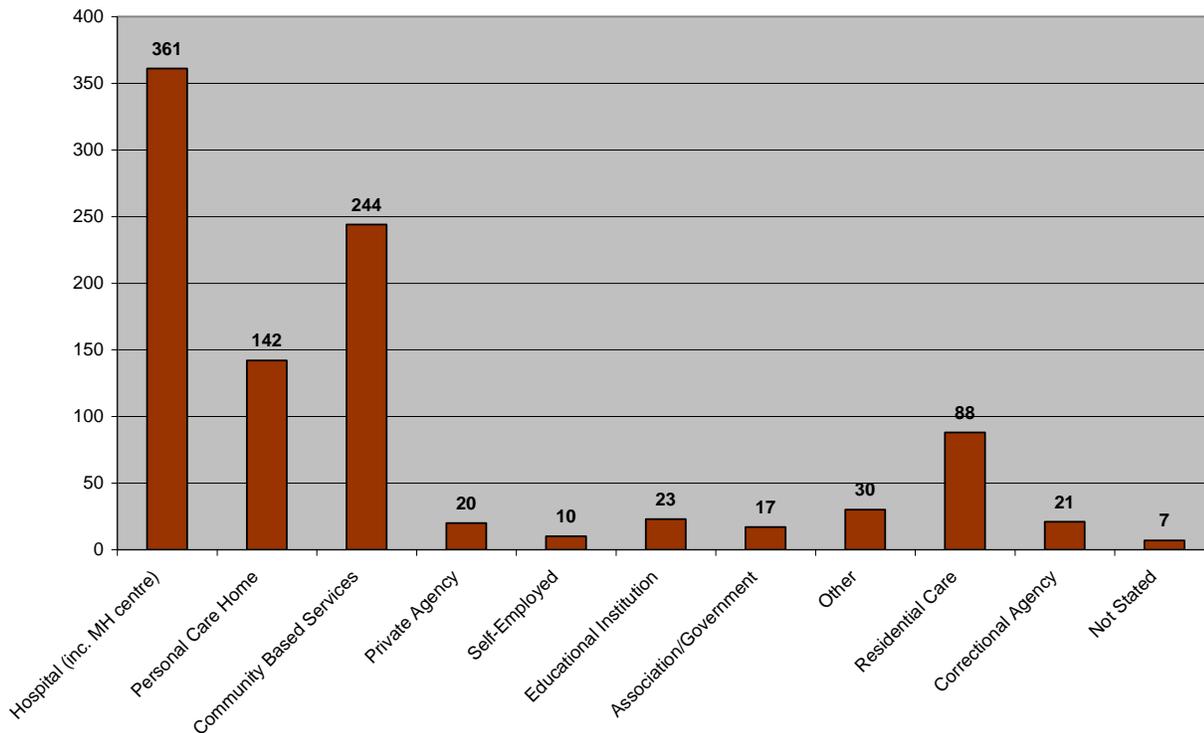
- More autonomy than in-patient acute care
- Working at all times in a leadership role
- Ongoing opportunities to keep your skills and knowledge current
- Working with cutting-edge electronic assessment and care planning tools
- Leading the assessment and care of mental health needs for personal care home residents

Find out more about the career opportunities in long term care by visiting www.manitoba.ca/health/nurses

Manitoba 

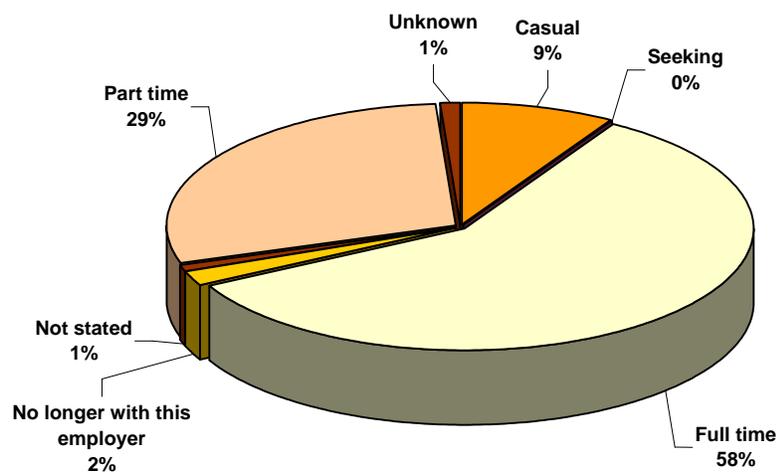
Utilization of the Current RPN Supply

Practising Registrants Place of Work 2009



Place of work is reported on the annual registration renewal application. Community based services includes community mental health, family services and home care. Due to small numbers for business/industry and unknown, these have been collapsed and are represented in the “other” category.

Employment Status



59% of RPN's in Manitoba work full time. For those that work part-time and casual, the majority do so by choice.

Report of the Practice Consultant Laura Panteluk, RPN, BScPN

Providing practice consultation and support is one of the ways that the CRPNM supports RPNs in their practice. Supporting professional practice by assisting RPNs to understand and apply the *Standards of Psychiatric Nursing Practice* and the *CRPNM Code of Ethics* meets the CRPNM's public protection mandate by promoting good practice and preventing poor practice. The CRPNM Practice Consultant provides presentations to workplaces and to students on a variety of professional practice issues and is available for consultation to individual RPNs and to employers.

At the RPNC World Congress for Psychiatric Nurses held in March of 2010, the Practice Consultant partnered with Jennifer Adair, RPN, BScPN, Pamela Kachur, RPN, BScPN, and Larissa Medwid, RPN, BScPN (all three 2009 graduates) to provide a provocative presentation about ethics, boundaries and social networking. The presentation was titled *MYSPEACE, FACEBOOK, BLOGS, Avoiding the Collision between Your Personal and Professional Life*. Since March, the presentation has been provided to students in their second year of the BScPN program. There may also be opportunities to provide the presentation to RPNs.

The Practice Consultant provides staff support to the CRPNM Professional Practice Committee. In 2009, the Professional Practice Committee completed a professional practice guideline on *Professional Boundaries in Psychiatric Nursing*. The Board approved practice guideline is currently being published and will be available at the AGM and on the CRPNM website. Thank you to the Professional Practice Committee members: Debbie Frechette, Chair, Tina Curtis, Kathy Flemington, Mary Fuhr, Jane Karpa, Elizabeth Ozturk, Maureen McVety, and Tracy Young.

The Practice Consultant will also provide support to the Advanced Practice Committee. The Board has approved a draft of the Terms of Reference for this committee and the Chair, Marg Sysnyshyn, and the Practice Consultant have been working on ensuring diverse committee membership and planning the inaugural meeting.

The CRPNM Practice Consultant also participates in, or provides support to, various local, provincial or inter-provincial/national committees that address professional practice issues. Currently, the CRPNM is participating in various "scope of practice" committees that are examining the utilization of RPN's in various practice environments in Manitoba.

At an inter-provincial/national level, the CRPNM has taken the lead in the validation and finalization of the RPNC *Standards for Psychiatric Nursing Practice* and *Code of Ethics*. Manitoba had the highest number of respondents (27.8% of the respondents) to the survey for the validation process. This document was approved by the RPNC Board of Directors in March 2010 and by the CRPNM Board of Directors in April 2010. The document will be presented for adoption at the 2010 CRPNM Annual General Meeting.

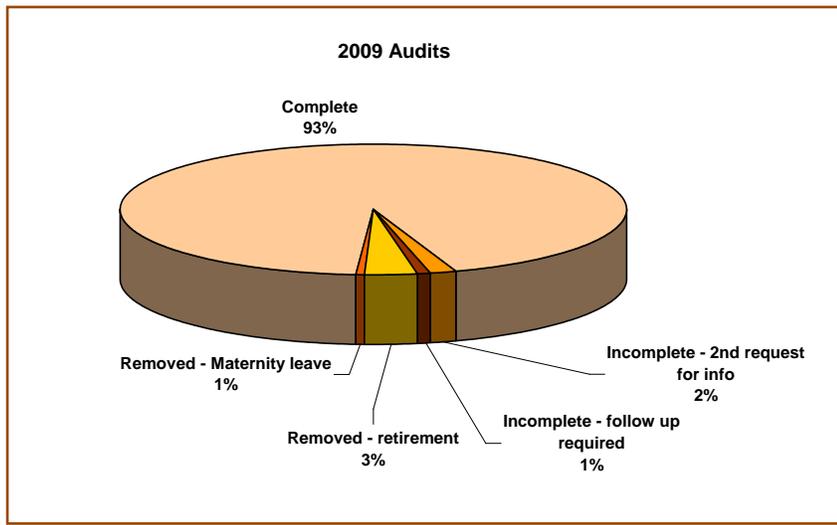
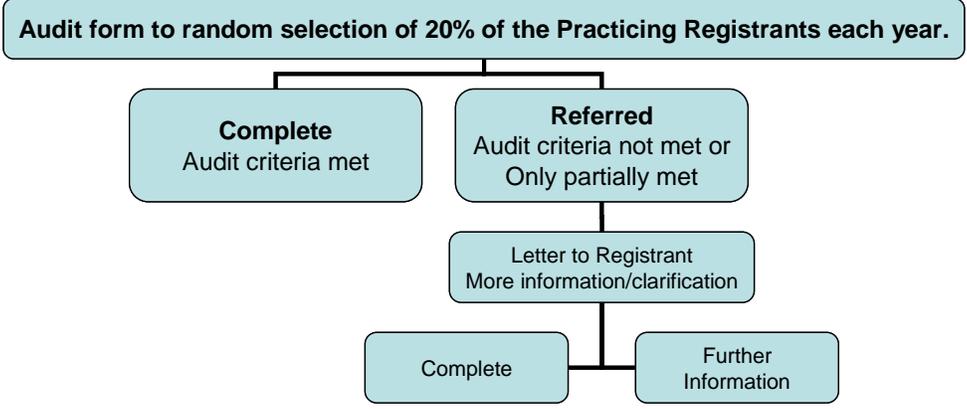
Continuing Competence Program and the Audit

The CRPNM Continuing Competence Program is one of the ways the CRPNM promotes good practice and prevents poor practice. The requirements of the program are defined in the *Registered Psychiatric Nurses Act* and its attendant regulation. The Practice Consultant is responsible to ensure the administration of the program and to ensure that RPN's on the Practising register are compliant with the program requirements.

On an annual basis, approximately 20% of the Practising registrants are randomly selected to participate in the CRPNM Continuing Competence Audit. The purpose of the audit is to ensure that RPN's are engaged in, and compliant with, the requirements of the Continuing Competence Program.

The CRPNM audit process is a five year cycle. 2009 was the fourth year of the five year cycle. To ensure that all RPN's on the Practising register were audited in the 5 year cycle, the CRPNM made a larger random selection in July of 2009. Fifty percent of those RPN's not yet audited were randomly selected for the 2009 audit.

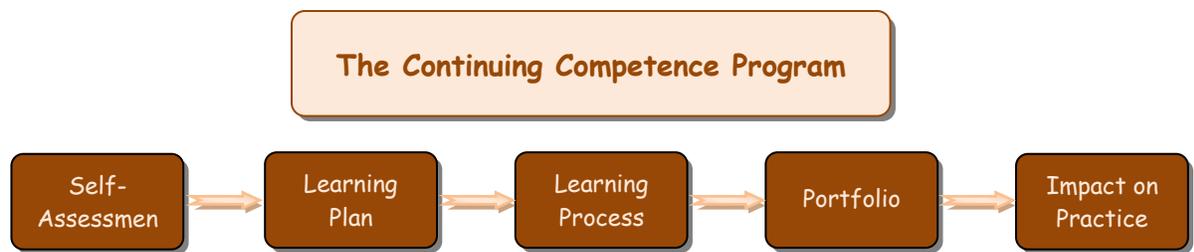
In September 2009, ten auditors worked in pairs to apply the audit criteria to the returned audits. The audit criteria reflect the requirements of the CRPNM Continuing Competence Program. The auditors reviewed the anonymous audit documents and provided recommendations to the CRPNM Practice Consultant.



- Auditors:**
- Karen Clements
 - Colleen Cobbe
 - Tina Curtis
 - Linda Fey
 - Isabelle Jarrin
 - Jane Karpa
 - Karen Walsh
 - Teri Kehler
 - Jocelyn Meroniuk-Vezey
 - Dee Thomas

2010 will be the last audit cycle in the 5 year period. This means that all RPN's who have not been previously selected for the audit will be selected in July 2010. The next 5 year cycle will begin in 2011. At that point, all RPN's previously audited will be subject to the random selection sometime between 2011 and 2015. The CRPNM will initiate an evaluation of the Continuing Competence Program and the audit processes in 2010.

Continuing Competence Program presentations continue to be provided to the BScPN students and to workplaces. The presentations include information designed to assist RPNs in answering the audit's reflective practice question. RPNs are invited to contact that CRPNM Practice Consultant throughout the year for assistance in meeting the Continuing Competence Program requirements or to request a presentation at their workplace.





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COLLEGE OF REGISTERED PSYCHIATRIC NURSES OF MANITOBA
Financial Statements
Year Ended December 31, 2009

AUDITOR'S REPORT

To the Members of College of Registered Psychiatric Nurses of Manitoba

I have audited the statement of financial position of College of Registered Psychiatric Nurses of Manitoba as at December 31, 2009 and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the company's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the company as at December 31, 2009 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Winnipeg, Manitoba

February 26, 2010

CHARTERED ACCOUNTANT



COLLEGE OF REGISTERED PSYCHIATRIC NURSES OF MANITOBA
Statement of Financial Position
December 31, 2009

	2009	2008
ASSETS		
CURRENT		
Cash (Note 6)	\$ 123,728	\$ 88,105
Short-term investments (Notes 2, 3)	4,380	24,698
Accounts receivable	6,754	8,508
Due from the RPN Foundation Inc.	382	797
Inventory	1,922	3,231
Prepaid expenses	6,773	13,132
	<u>143,949</u>	<u>138,471</u>
LONG TERM INVESTMENTS (Notes 2, 3)	489,860	468,617
CAPITAL ASSETS (Notes 2, 4)	138,754	157,192
	<u>\$ 772,563</u>	<u>\$ 764,280</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 37,820	\$ 37,121
Goods and services tax payable	19,135	18,680
Unearned rent	2,412	2,412
Prepaid membership fees	406,656	388,210
Deferred interest income (Note 3)	35,228	51,636
	<u>501,251</u>	<u>498,259</u>
NET ASSETS		
GENERAL FUND	189,716	202,852
BUILDING AND EQUIPMENT RESERVE FUND (Note 5)	81,596	63,159
	<u>271,312</u>	<u>266,021</u>
	<u>\$ 772,563</u>	<u>\$ 764,280</u>

ON BEHALF OF THE BOARD

Director

Director

COLLEGE OF REGISTERED PSYCHIATRIC NURSES OF MANITOBA
Statement of Revenues and Expenditures
Year Ended December 31, 2009

	2009	2008
REVENUE		
Membership Fees - Active	\$ 394,156	\$ 381,845
Membership Fees - Associate	3,288	3,103
Late fees and penalties	2,559	5,672
Interest	17,533	16,548
Rent	13,500	12,200
Annual conference recoveries	4,266	4,165
Examinations	7,381	7,619
Other	2,291	3,118
	<u>444,974</u>	<u>434,270</u>
EXPENSES		
Statutory functions - schedule 1	114,632	101,561
Corporate functions - schedule 1	77,076	67,989
Professional functions - schedule 1	136,042	160,820
Administration - schedule 1	79,901	71,823
Building - schedule 1	32,632	34,094
	<u>439,683</u>	<u>436,287</u>
	\$ 5,291	\$ (2,017)

EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES FOR THE YEAR

Report from the Treasurer
Melanie Ferg, RPN

The main parts of the audited financial statements for the CRPNM for the fiscal year ending December 31, 2009 are printed in this annual report.

We are pleased to report a surplus of \$5,291 in 2009 compared to a deficit of \$2,017 in 2008.

Overall revenues were \$444,974 compared to \$434,270 in 2008. This was within \$1,000 of our approved budget. Our tenant space continued to be occupied for the full year and we are beginning the third year of a five year term which will see the rent revenue increase to \$1,500 per month by 2011. Interest income is up slightly despite the lower current rates available on secure investments. This is due to re-investment of earnings over the past few years.

Statutory functions expenses were \$5,500 under budget as hearings were not as costly as anticipated. There was however, an increase in costs over 2008 as no hearings were held in that year.

Corporate functions expenses were higher than projected due to costs associated with the 2009 Annual Report and the 2009 Annual General Meeting. Additionally, staff time expended in this area was higher. The total variance between what had been budgeted and what was actually incurred was \$3,277.

Professional functions expenses were well below budget in 2009. The most significant cost saving is related to the newsletter which is now being prepared in house. Also, there was only one issue published in 2009. The Interprovincial and RPNC expenses were \$3,800 less than anticipated due to one less EDRC meeting and the RPNC decision not to sponsor an international event. We have discontinued the group liability insurance policy which reduced monthly expenses in this area by about \$600.

The 2009 Administration expenses were within \$1,000 of the budget. Building expenses relating to repairs and maintenance were slightly lower than in 2008.

To summarize, revenue was as anticipated and a decrease in expenditures resulted in a small surplus.

Melanie Ferg, RPN,
Treasurer



1982 Annual Meeting & Conference

The Honourable Howard Pauley (left) Gary Doer (right)



Cheryl Adams
President
1997 - 2001



Dawn Bollman
President
2005 - 2009

Annual Report on the CRPNM Disciplinary Process

The Investigation Committee received 8 complaints in 2009. One was resolved informally; one resulted in the individual resigning from the profession; one resulted in an agreement between the RPN and the College. Four of the complaints were referred for further investigation and one is being reviewed by the Committee a second time following the gathering of more information.

One complaint that had been received in 2007 finally went to hearing in 2009. The hearing resulted in the cancellation of the certificate of registration of Norma MacMillan. A major reason for the delay in the hearing was our inability to get a response from Ms MacMillan and not being able to find her whereabouts. Professionals therefore had to be hired to find her. All efforts were made to give Ms MacMillan notice of the hearing.

Ms MacMillan was found guilty of professional misconduct by exhibiting behaviours that violated Standards 1,2,3,4,5,6,7,8,9,10,11,12,13 and 15. The Discipline Panel also found that Ms MacMillan violated all principles of the Professional Code of Ethics- Values, Dignity, Autonomy, Trust and Professionalism – through such behaviours as – falsifying medical records; ignoring clients' needs and concerns; lack of collaboration with colleagues; lack of documentation of meetings with clients; lack of care plans describing goals for client treatment; no communication with families/caregivers; neglecting to act on referrals; poor work ethic; and not participating in the CRPNM undertaking regarding mentoring. The Panel also documented evidence that demonstrated a lack of skill and judgment in the practice of psychiatric nursing. For those reasons, the Panel's decision was that Norma MacMillan's name be removed from the register of the College of Registered Psychiatric nurses of Manitoba and that her certificate of registration be cancelled. The Panel also ordered Norma MacMillan to pay costs forthwith to the College in respect of its investigation and prosecution of these matters in the all-inclusive sum of \$7,500.00.

The CRPNM sponsored four persons to take Level I and two persons to take Level II of the Investigator's training offered by the Council for Licensure, Enforcement and Regulation when the sessions were held in Winnipeg. These two persons have now been added to the CRPNM roster of trained investigators.

The members of the CRPNM Investigation Committee are: Christine Prociuk, RPN, BA, Chair; Brian Bjorklund, BA; Kristina Lischynski, RPN, BScMH; Arlene MacLennan, RPN, RN; Myrna Mitchell, MA.

The members of the CRPNM Discipline Committee are: Marg Synyshyn, RPN, BHS(PN), MA(c), Chair; Debra Anderson, RPN; Jeff Gunter, RPN; Jocelyn Meroniuk-Vezey, RPN; Claudette B. Moquin, RPN; Debra Wikstrom, RPN; Kristen Kroeker; Nia Massey; Kenneth J. Nairne



Celebrating the BScPn – September 1997

Ellen Ledieu, RPNAM President; Dr. Roger Smith, Dean of Science, Brandon U.; Ana Smith (above)

Dr. Dennis Anderson, President, Brandon U.; Dr. Nina Colvill (right)



Office of the Manitoba Fairness Commissioner and CRPNM Capacity Development Projects

The Manitoba Opportunities Fund (MOF) supports the economic integration of immigrants in Manitoba by supporting initiatives that allow for the piloting of new and innovative activities that improve the internationally educated professional's timely entrance into employment that is commensurate with their education and experience. MOF funding to the Office of the Manitoba Fairness Commissioner has supported the CRPNM in three capacity development projects. These projects have included improved information for Internationally Educated Psychiatric Nurses (IEPNs); an electronic applicant tracking system; and, support for the CRPNM's participation in the development of the funding application for a multi-jurisdictional project to improve the profession's capacity for the assessment of internationally educated RPN's.

The first project, "to improve information for internationally educated RPN's", primarily targets the information available to IEPN's on the CRPNM website. The project ensures that the information is accessible, accurate and easy to find and that IEPN's are provided with a clear description of the processes and requirements for registration and that this is written in a manner that is culturally appropriate and in plain language.

The next project, "electronic applicant tracking system", has been designed to provide information to IEPN's regarding the status of their application. With a secure username and password the applicant will be able to check on the status of their application through the internet in a self service model that gives information in a manner that is more accessible, efficient and timely.

The first two projects are in the testing and implementation stages.

The Registered Psychiatric Nurses of Canada (RPNC) is made up of the regulatory bodies for psychiatric nursing in Canada. Due to the limited human resource capacity and expertise in the development of a concept proposal and a funding application, the RPNC has contracted with The Atkinson Group to develop a concept proposal and funding application to the Foreign Credential Recognition Program. The CRPNM, as a member organization of the Registered Psychiatric Nurses of Canada (RPNC), has taken the lead in contacting an analyst from the nursing file at HRSDC's Foreign Credential Recognition Program and will be the lead contact for the consultants.

The purpose of the project is to assist in "building the profession's capacity for the assessment of internationally educated psychiatric nurses". To build this capacity, there are three proposed parts to the project: the validation of national entry level competencies; the updating/upgrading of the RPN Competency Profile, and the development of assessment criteria and self assessment mechanisms for internationally educated PNs.

In addition to building organizational capacity, the project will result in improved information for IEPN's and an assessment process that is clear, transparent, consistent and fair. The assessment criteria will also inform the development of a self assessment mechanism for IEPN applicants.

The funding from the Manitoba Opportunities Fund and the Manitoba Fairness Commissioner has permitted the CRPNM's financial participation in the development of the funding application for this multi-jurisdictional project.



A Brief History of the College of Registered Psychiatric Nurses of Manitoba

A companion document to "A Summary of Psychiatric Nursing Education in Manitoba"
published in the Fall 2009 edition of the CRPNM Advisor
by Annette Osted, RPN

In 1918, Clarke and Hincks had been invited by the provincial government to do an evaluation of the mental hospitals in Manitoba. They found appalling conditions and were very concerned with the lack of trained staff. As a result, in 1919 the first provincial psychiatrist was appointed and, in 1920 and 1921, training programs were started in Brandon and Selkirk to train staff. These were the first psychiatric nurses. A similar program began in Portage la Prairie in 1935.

In 1951, the founding meeting of the Canadian Council of Psychiatric Nurses was held. BC, Alta and Sask all had obtained legislation by then. Art Russell and Alf Barnett attended as observers from Manitoba. In 1958, Art Russell organized a meeting of Psychiatric Nurses from Brandon and encouraged the groups in Portage and Selkirk to do the same. By 1959, they were organized well enough to seek legislation and, on March 26th, 1960, the Psychiatric Nurses Act was proclaimed.

Although psychiatric nurses existed in Manitoba before 1960, it was in that year that we gained some formal recognition through the proclamation of the Psychiatric Nurses Association Act. The Association was run by volunteers except for one part-time registrar who was located in Brandon. There were initially three "branches" of the Association: Brandon, Portage la Prairie and Selkirk. This of course reflected where the overwhelming majority of psychiatric nurses were employed at the time. In 1963, the word "registered" was added to the title of the psychiatric nurse and the Association. It became the Registered Psychiatric Nurses Association of Manitoba (RPNAM). By 1968 there was an active branch of the Association in Winnipeg called the Metro branch.

The Board of Directors/Council was formed of 5 persons from each of the four branches. There was a President and three Vice-Presidents who were elected by the board from each of the three branches not represented by the President.

In 1971, the Association hired its first staff person, an administrative secretary and rented its first office space on the second floor of a building on Notre Dame Avenue in Winnipeg. In 1976, the Manitoba Association of Registered Nurses (MARN) published "Nursing Education: Challenge and Change", a document that recommended the elimination of psychiatric nursing as a separate group. The RPNAM mobilized its volunteer resources and prepared a submission to the O'Sullivan Task Force on Nursing Education. That Task Force recommended maintaining psychiatric nursing as a separate group. The issues facing the profession were becoming more and more complex so the Association hired its first Executive Director and there were two staff persons working for the RPNAM, now located on the main floor of the same building on Notre Dame Avenue.

In 1980, there were very significant changes for the Association. Over the years, the Association had accumulated a good reserve of funds and it was the dream of Past-President John Martyniw that, as well as having access to baccalaureate education, the profession of Psychiatric Nursing in Manitoba should also own its own building. John had even had architectural plans drafted for the building. In spite of arguments that the location of the 'provincial office' should be located in Brandon or in Portage la Prairie, the decision of the Council at the time was to purchase a building in Winnipeg. On December 8, 1980, the RPNAM offices moved into the building at 1854 Portage Avenue. The Association inherited two tenants with the purchase of the building and this assisted in offsetting occupation costs. During the 1989 Annual Meeting, the mortgage was ceremonially burnt! The Association/College has continued to have tenants in the building to offset operational costs.

Also in 1980, the RPNAM hired its first education director, a position that would eventually lead to that of Practice Consultant. We also hired a secretary to add to the support provided by the administrative assistant who worked on both registration and finance. In effect, the Association doubled its staff complement in 1980. This was due mostly to the new legislation that was proclaimed in 1980: *The Registered Psychiatric Nurses Act*. The emphasis now was on protecting the public. Pursuant to the new Act, the RPNAM took on several new responsibilities in relation to registration, examinations, a full disciplinary process and the approval of psychiatric nursing education programs. We were finally taking on the responsibilities associated with being a "profession". The council became a board of directors.

The 1980 legislation also changed the composition and size of the board of directors and the way it was elected. The board's composition was now 2/3 RPNs and 1/3 public representatives. The board of directors was 24 with 18

RPNs and 6 public representatives. Three RPNs were appointed from each branch for a total of 12. Six RPNs were elected at large at the annual meeting for a total of 18 RPNs. Then, the board appointed three public representatives and so did the minister of Health. By 1989, each branch appointed one representative only and 8 other RPNs were elected at large at the annual meeting. There were also 4 public representatives appointed.

At the 1982 Annual General Meeting, the President and the Executive Director reported on the development of new processes for registration and for the disciplinary process. There had also been work on the development of registration examinations. The RPNAM was concerned about the needs of the people of Manitoba; how to meet those needs; and how to educate psychiatric nurses to meet those needs. A committee was struck to prepare a proposal for baccalaureate education for RPNs.

During 1983, the RPNAM was involved with the other provincial associations in the development of an alternative to the structure of the Psychiatric Nurses Association of Canada. A motion at the AGM called for the RPNAM to give urgent attention to validating competencies and assessing graduate performance against competencies and standards.

From 1985 to 1986 much energy was spent in addressing the closure of the School of Psychiatric Nursing in Portage la Prairie and in the development of a post-diploma baccalaureate program for RPNs. The 1987 annual meeting was held at the Birchwood Inn in Winnipeg and all those staying at the hotel were woken at around 3:00 AM by the fire bell. The hotel was evacuated because of a garage fire. A restaurant across Portage Avenue opened its doors for us and we talk about this adventure to this day. No one was hurt but a board member's car suffered.

The 1988 Annual Meeting was held in Portage la Prairie and the report on The Future of Psychiatric Nursing recommended that the RPNAM ensure that all its statements and policies reflect the profession as unique and separate from any other group; that the RPNAM provide leadership for the expansion of the role for the RPN in all practice settings; that the RPNAM promote the development of the leadership potential of individual RPNs; that the RPNAM continue to provide leadership to ensure that basic psychiatric nursing education programs and continuing education programs are contemporary and forward looking; and, that the RPNAM increase the public profile of the profession.

The 1989 meeting in Brandon featured the release of the Third Stage report on the Future of Psychiatric Nursing by Mike Thompson and the release of a national statement on baccalaureate education. The 1990 Annual Meeting was held in Selkirk and the Psychiatric Nursing Working Group interim report was presented. At that meeting, chaired by Jeff Gunter, a motion was passed that asked for a statement of position on entry to practice.

The 1991 Annual Meeting in Winnipeg was focused on the announcement of the closure of the School of Psychiatric Nursing in Selkirk. Students and faculty had staged protests at the legislature. Two major reports were presented: the final report of the Psychiatric Nursing Working Group was presented by Marlene Fitzsimmons and a commissioned study on the issue of baccalaureate education for the profession was presented by David Pascoe. The main motions presented at that meeting included that the strategic impetus for the board for 91/92 be primarily focused on the formation of education strategies that meet the current and future educational needs of RPN practice. At that meeting, the board received a letter from the Minister of Health expressing commitment to baccalaureate education and expanded roles for Registered Psychiatric Nurses.

At the 1992 Annual meeting in Portage la Prairie, a presentation was made on the Psychiatric Nursing Education Feasibility Study, a \$450,000, two-year Health Services Development Fund Project. This project had three main goals: 1. the development of a process to assist RPNs with the changes that would be required in their practice following the closure of the Brandon Mental Health Centre; 2. a province-wide needs assessment for mental health services by RPNs; and 3. the development of a proposal for a baccalaureate program in psychiatric nursing. At the 1993 annual meeting held in Brandon, the RPNAM decided to review its branch structure.

The 1994 meeting was in Selkirk and the highlight was the presentation of the Summary of the Final Report of the Psychiatric Nursing Education Feasibility Study. Following the receipt of that report, RPNAM resources were mobilized to ensure that the recommendation of a baccalaureate program in psychiatric nursing would be implemented. There were still no definite news for the 1995 Annual Meeting but the Bachelor of Science in Mental Health was implemented beginning in September 1995.

In 1998, the President and the Executive Director attended the convocation ceremony for the first graduating class with a BScPN. In 1999, the members approved a revised Code of Ethics. At the 2000 annual meeting in Brandon, the Executive Director announced the hiring of a Practice Consultant on a half-time basis to develop the Continuing

Competence Program. During that year, the RPNAM became the College of Registered Psychiatric Nurses of Manitoba (CRPNM).

In 2002 the annual meeting was held in Winnipeg and the assembly received the first report from the Continuing Competence Committee. At the 2003 annual meeting, the assembly received a report on the preparations for the 2004 RPNC World Congress being hosted by the CRPNM. The Congress was very successful. At the 2005 annual meeting, the chair noted that this was the 85th year of psychiatric nursing education in Manitoba and Canada.

At the 2006 annual meeting, it was announced that the Government of Manitoba was developing omnibus legislation for all regulated health professions in the province. In 2007, the assembly received a report on the National Code of Ethics and Standards of Psychiatric Nursing Practice that was in the process of development. The 2009 Annual Meeting and Conference was held in Selkirk and highlighted emerging roles for Registered Psychiatric Nurses in the Province.

**Presidents
of the Registered Psychiatric Nurses Association of Manitoba/
College of Registered Psychiatric Nurses of Manitoba**

1960-1965	Alf Barnett	1965-1966	Art Russell
1966-1971	John Martyniw	1971-1979	Arie (Jack) Holleman
1979-1983	Tom Street	1983-1987	Marlene Fitzsimmons
1987-1989	Barbara Graham North	1989-1993	Jeff Gunter
1993-1997	Ellen Ledieu	1997-2001	Cheryl Adams Adelberg
2001-2005	Marg Synyshyn	2005-2009	Dawn Bollman
2009-	Leo O'Rourke		

Highlights of the Association/College

1891	Establishment of separate psychiatric nursing profession in Great Britain
1918	Clarke/Hincks evaluation of mental hospitals in Manitoba – appalling conditions – lack of trained nurses
1919	Appointment of first provincial psychiatrist
1920	Training programs established in Brandon and Selkirk
1935	Training program established in Portage la Prairie
1946 – 1950	Selkirk & Portage start combined LPN/mental nurse training program,
1951-	First meeting of SK, Alta, BC & formation of Canadian Council of Psychiatric Nurses (Russell/Barnett, from MB, attend as observers)
1952- 1957	Brandon has a combined RN/mental nurse training program
1958	Art Russell holds an organizing meeting in Brandon. Psychiatric Nurses in Selkirk and Portage la Prairie are encouraged to do same.
1959	All 3 MB institutions (Brandon Mental Health Centre, Manitoba Developmental Centre and Selkirk Mental Health Centre) have Psychiatric Nursing organizations. Superintendents have legislation drafted.
1960	March 26th - legislation proclaimed – The Psychiatric Nurses Association Act & the Psychiatric Nurses Training Act that establishes the Advisory Committee
1960 – 1965	Alf Barnett is President Education program is a 3-year program with about 600 hrs of instruction

-
- 1965-1966 Art Russell is President
 - 1966- 1971 John Martyniw is President
The council/board challenges the government's Advisory committee & the education processes
 - 1966 Minister of Health commissions report on the Supply of Nurses.
MARN recommends discontinuation of separate psychiatric nursing training.
 - 1968 Psychiatric Nursing education program changes to two years- about 900 hrs of instruction
Amendment to Act to add "registered"
 - 1969 Government Advisory committee interferes with registration to assist with recruitment for employers
Students begin taking courses at university
 - 1971 – 1979 Jack Holleman is President
Beginning of talks between Brandon University, Brandon General Hospital & Brandon Mental Health Centre about university education in Brandon for both RNs and RPNs.
 - 1972 The Psychiatric Nurses Association of Canada begins developing philosophy & objectives for psychiatric nursing education
MB follows that lead
 - 1973 Clarkson report
 - 1974 First curriculum developed by psychiatric nursing educators in MB published
Over 1000 hrs of instruction
 - 1976 Breen report
Challenge & Change
O'Sullivan task force on nursing education
First Executive Director for the RPNAM
 - 1977 Task force report published – Psychiatric Nursing continuance assured for present
National standards of practice by PNAC
 - 1979-1983 Tom Street is President
 - 1980 New legislation for RPNAM
Purchase of building by/for RPNAM



Myrtle & Alf Barnett,
Dedication of the "Alf Barnett Room",
December 1998



Tom Street, President, RPNAM
Signing of the Reciprocity Agreement
Calgary AB, 1979

Highlights from Annual General Meetings 1981-2009

- 1981 AGM-** Chair Tom Street
Brandon life membership to Elinor Samels
Discussion of fees
- 1982 AGM** Chair Tom Street
Selkirk Board has been active in implementing new legislation
- Lay representatives on board & some committees
 - New disciplinary process
 - New registration process
 - Development of examinations
- Issues of concern
- Needs of people of Manitoba
 - How to meet those needs
 - Educating psychiatric nurses to meet those needs
- Presented a plan of action
Committee to prepare a submission to the Universities Grants Commission (now known as COPSE) re baccalaureate education
Review of purchase of building in late 1980 – recommendation that bldg be kept
Developing standards for psychiatric nursing education (approved by board in Mar02) & presented to members at this meeting & approved
Resolution submitted by 18 RPNs from Brandon that RPNAM vigorously support baccalaureate education for psychiatric nurses and that this be a priority for the RPNAM
Resolution that RPNAM lobby gov't & MMA re shortage of psychiatrists
Life membership to Jack Holleman
- 1983 AGM** Notice of withdrawal from PNAC & work with other provinces to develop alternative
Winnipeg New Code of Ethics approved
Call for a review of Liability insurance
MOTION approved by assembly:
That the RPNAM lobby for comprehensive services for children & adolescents
That RPNAM lobby for the implementation of the principle of accessibility to mental health services for all persons regardless of disability
That the RPNAM give urgent attention to validating competencies, assessing graduate performance against competencies and standards and identify the locus of any deficiencies they may determine.
Incoming board: Don Adamek, Donna Barnson, Louella Bell, Jake Bergen, Rachel Dacquay, Marlene Fitzsimmons, Joe Glasgow, Barbara Graham, Sherri Haines, Jack Holleman, Thelma Kwiatkowski, Barbara Martens, Dorothy Milgaard, Ross McAuley, Al Rydman. Mike Thompson.
- 1984 AGM** Chair Marlene Fitzsimmons
Portage Recording secretary – Dorothy Suppes (staff)
Parliamentarian- Ruth Sheppard
Report on the fact that the RPNAM had hired a research assistant on a contract basis and with the assistance of the Manitoba Health Organizations' Residency program from May 1st to August 29th, 1983 to develop a draft document on the competencies of the RPN.
Withdrawal of motion of withdrawal from PNAC
Increase in fees of 4.65%
That the RPNAM more actively lobby gov't to facilitate the establishment of residential care options for the post-mentally ill.
That the board investigate the need for liability insurance
- 1985 AGM** That the RPNAM continue membership in PNAC
Brandon That 1986 fees be raised by \$5.00
MOTIONS that were approved:
That the RPNAM assert that it will continue to exercise its legislated mandate in determining curriculum changes; and formally protest the lack of due consultation relative to proposed curriculum changes for psychiatric nursing education, assumed to

be necessary to accommodate the closing of the School of Psychiatric Nursing in Portage la Prairie.

That the RPNAM offer the refresher course at least once a year and develop challenge programs

That the RPNAM document concerns re lack of psychiatrists & work with govt on this

That RPNAM look for alternatives to refresher course offered by community college

That the \$500 donated by Alf Barnett be deposited in Foundation account

1986 AGM

Selkirk

Chair Marlene Fitzsimmons

That 1987 fees increase by \$15 for active & \$10 for associate

That a report on malpractice insurance be prepared for next year

Announcement of first post-diploma baccalaureate degree for RPNs

1987 AGM

Winnipeg

Chair Marlene Fitzsimmons

Amendments to bylaws

MOTIONS approved:

That RPNAM continue to support the establishment of a bachelor of science in psychiatric nursing at Brandon University and it be a priority

That the RPNAM officially acknowledge and thank Birchwood Inn for calm professional manner on evacuation of the hotel due to a fire

Elected to the board: PJ Ward, Ellen Jones, Ellen Ledieu, Peggy Mitchell, Gerry Samels, Gloria Walls, Orval Currie, Kisagwa Muggu

1988 AGM

Portage

Chair Barbara Graham

Wendy Robillard introduced as first recipient of BScMH this year

Presentation of report "The Future of Psychiatric Nursing: The Second Stage" & its recommendations:

MOTIONS approved:

That the RPNAM ensure that all of its statements and policies about the practice of the Registered Psychiatric Nurse reflect the profession as unique and separate from any other group.

That the RPNAM provide leadership in the development of new and innovative proposals which will expand the role of the RPN in all practice settings.

That the RPNAM promote the development of the leadership potential of individual RPNs.

That the RPNAM continue to provide leadership to ensure that basic psychiatric nursing education programs and continuing education programs are contemporary & forward looking.

That the RPNAM develop a strategic plan to increase the public profile of the RPN profession as a means of promoting ever-expanding employment opportunities and in turn role security.

1989 AGM

Brandon

Chair Barbara Graham

increase in fees of 5% approved

MOTIONS approved:

That the RPNAM support the existing "Nurses at Risk" program by educating members on its goals and benefits and negotiate with MARN for formal inclusion in that program

Life membership to John Kellie

New board: Don McKenzie, Irene Talman, Peggy Mitchell, Bonnie Walls, Jeff Gunter, Ellen Ledieu, Helen Peters, Irene Shaw, Marg Synyshyn, PJ Ward, Brian Tully, Steve Todd

Open Forum on Psychiatric Nursing Education

- Third Stage of Future of Psychiatric Nursing – Mike Thompson
- National Statement on Baccalaureate Education – Brian Larson

1990 AGM

Selkirk

Chair Jeff Gunter

Statement on Beliefs on Mental Health Care for the Elderly adopted

Psychiatric Nursing Working Group report given by Marlene Fitzsimmons

MOTIONS approved:

That RPNAM urge PNAC to update and further develop National Standards of Practice with measurement criteria for evaluation purposes as a priority item for its upcoming year

That the Personnel Committee will present a report at the AGM including salary ranges and percentage adjustment of the Association employees.

That a statement of position on entry to practice be prepared for discussion at next agm

1991 AGM Winnipeg	<p>Chair Jeff Gunter (April 20th)</p> <p>Chair thanks members for attending with special thanks to the students from Selkirk School of Psychiatric Nursing for their efforts concerning the recent announcement of the closure of their school</p> <p>Successfully elected to board: Bonny Anderson, Judy Bailey-Smith, Linda Beaton, Doreen Fey, Patrick Griffith, Jeff Gunter, Marg Synyshyn, PJ Ward</p> <p>Dave Pascoe presented on the commissioned study on the issue of baccalaureate education for the profession</p> <p>Marlene Fitzsimmons presented background on the Psychiatric Nursing Working Group</p> <p>That the RPNAM Board develop a scholarship fund to support students in the BScMH</p> <p>That the strategic impetus for the board for 91/92 be primarily focused on the formation of education strategies that meet the current and future educational needs of RPN practice</p> <p>That the board identify a mechanism to actively liaise with labour organizations who are representing our members in order to liaise and collaborate in identifying and addressing issues of mutual concern which affect our members</p> <p>Letter from Minister of Health dated April 19th commitment to baccalaureate education and expanded roles for RPNs.</p>
1992 AGM Portage	<p>Chair Jeff Gunter</p> <p>That the RPNAM give notice of withdrawal from PNAC - tabled</p> <p>That all membership fees for 1993 be increased by 5%</p> <p>That RPNAM provide bursary type funds to support members taking BScMH Presentation on "The Health Services Development Fund Project" (a \$450,000, two-year project) – The Psychiatric Nursing Education Feasibility Study.</p>
1993 AGM Brandon	<p>Chair Jeff Gunter</p> <p>Recommendation that the Psychiatric Nursing Foundation revamp itself into the Registered Psychiatric Nurse Foundation Inc. That board has started developing by-laws.</p> <p>Election results: Linda Beaton, Malcolm Bruce, Patrick Griffith, Ellen Ledieu, Chris McMillan, Evelyn Schoonbaert, PJ Ward, Debra Wikstrom</p> <p>That RPNAM withdraw from PNAC & give its 24 month notice</p> <p>That RPNAM establish an award to be presented to a member of the graduating class of 1993 and each year thereafter</p> <p>That RPNAM reorganize its branch structure</p>
1994 AGM Selkirk	<p>Chair Ellen Ledieu</p> <p>Review of withdrawal from PNAC – confirmed</p> <p>Fees increased 1.5% per year for 3 consecutive years</p> <p>Presentation of the Psychiatric Nursing Education Feasibility Study: Summary of Final Report</p> <p>That RPNAM collect data re extent of violence against RPNs; take a proactive stance on the matter; endorse efforts to address this; collaborate with other professional groups & review exiting protocols re abuse in the workplace</p>
1995 AGM Winnipeg	<p>Chair Ellen Ledieu</p> <p>Election results: branch reps: Debbie Wikstrom, Louise Kohut, Colleen Land, none from Wpg. Elected: Malcolm Bruce, Linda Earl, Ellen Ledieu, Gail MCrady, Chris McMillan, Renee Robinson, Irene Shaw, Sharon Young</p> <p>Increase in fees of \$33.57 in 1996 & 1.5% for the two years thereafter</p>
1996 AGM	<p>Chair Ellen LedieuPortage</p> <p>That the board investigate the potential ramifications of regionalization on the profession and its standards of practice</p>
1997 AGM Brandon	<p>Chair Ellen Ledieu</p> <p>Branch reps: Sherry Moller, Louise Kohut, Frederike Ballantyne, Jeanne Sigurdson</p> <p>Elected: Sharon Young, Debra Wikstrom, Irene Shaw, Renee Roninson, Winnie Pauch, Lois Lindblom, Malcolm Bruce, Cheryl Adams</p> <p>Life membership to Marlene Fitzsimmons</p>
1998 AGM	<p>Chair Cheryl Adams</p>

Selkirk	<p>Guests from other provinces First graduating class from the Bachelor of Science in Psychiatric Nursing program</p>
1999 AGM Winnipeg	<p>Chair Cheryl Adams Guests from other provinces Branch reps: Kim Ryan-Nicholls, Shantelle Stevens, David Street, Colleen Land New Code of Ethics presented Elected: Cheryl Adams, Dan Harris, Philip Horkey, Renee Robinson, Irene Shaw, Lynda Stiles, Marg Synyshyn, Sharon Young</p>
2000 AGM Brandon	<p>Chair Cheryl Adams guests from other provinces New legislation includes change of board to 15 persons next year Title change to College of Registered Psychiatric Nurses of Manitoba</p>
2001 AGM Portage	<p>Chair Cheryl Adams guests from other provinces Branch reps: Kim Ryan-Nicholls, Linda Fey, Karen Walsh, Colleen Land Elected: Lynn Chwartacki, Philip Horkey, Lynda Stiles, Marg Synyshyn, Tim Thompson, Christine Wasnie – 2 vacancies</p>
2002 AGM Winnipeg	<p>Chair Marg Synyshyn First report from the Continuing Competence Program Committee</p>
2003 AGM Winnipeg	<p>Chair Marg Synyshyn Election results: Dawn Bollman, Karen Burgess, Melanie Ferg, Linda Fey, Debbie Frechette, Terry Klassen, Kim Ryan-Nicholls, Leo O'Rourke, Lynda Stiles, Marg Synyshyn, Tim Thompson, Karen Walsh Report on preparations for 2004 RPNC World Congress for Psychiatric Nurses</p>
2004 AGM Brandon U	<p>Chair Marg Synyshyn Increase in fees of 5% for each of 05, 06, 07</p>
2005 AGM Winnipeg	<p>Chair Marg Synyshyn Election results: Dawn Bollman, Karen Burgess, Melanie Ferg, Linda Fey, Debbie Frechette, Lynn Luining, Darla MacDonald, Grant Major, Leo O'Rourke, Kim Ryan-Nicholls, Lynda Stiles, Tracy Walker Note that this is the 85th year of psychiatric nursing education in Manitoba and Canada In 2006 the first group of RPNs will go through the continuing competence audit process</p>
2006 AGM Portage	<p>Chair Dawn Bollman MB Health has announced intent to develop omnibus legislation for health professions</p>
2007 AGM Brandon	<p>Chair Dawn Bollman report on national code/standards document That registration fees increase by 3% for 2008 Election results: Dawn Bollman, Karen Burgess, Melanie Ferg, Debbie Frechette, Lynn Luining, Grant Major, Leo O'Rourke, Lynda Stiles, Tracy Young, Glenda Zelmer</p>
2008 AGM Winnipeg	<p>Chair Dawn Bollman by-law revisions approved</p>
2009 AGM Selkirk	<p>Chair Dawn Bollman 5% increase for 2010 Election results: Karen Burgess, Melanie Ferg, Debbie Frechette, Patrick Griffith, Isabelle Jarrin, Lynn Luining, Grant Major, Leo O'Rourke, Tracy Young, Glenda Zelmer</p>

This was prepared by Annette Osted with the assistance of "From Barnyards to Bedsides to Books and Beyond: The Evolution and Professionalization of Registered Psychiatric Nursing in Manitoba" by Beverley Hicks, PhD and notes taken from the Annual Meeting minutes of the RPNAM/CRPNM.



**1980 Annual Meeting
Brandon, Manitoba**

(L-R) Past Presidents Jack Holleman and John Martyniw; Life Member Garth Cook; Past Presidents Art Russell and Alf Barnett; Life Member Roy (Spud) Armstrong

**50th Anniversary Reception, Government
House, March 30, 2010**

Annette Osted, CRPNM Executive Director;
The Honourable Philip S. Lee, Lieutenant
Governor of Manitoba;
Leo O'Rourke, CRPNM President



(L-R) Past Presidents Jack Holleman;
Barbara GrahamNorth; Jeff Gunter;
Ellen Ledieu; Marg Synyshyn;
current President Leo O'Rourke



**BRANDON
UNIVERSITY**

Founded 1877

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**FOR IMMEDIATE RELEASE
Tuesday, April 13, 2010**

MASTERS OF PSYCHIATRIC NURSING TO BE OFFERED AT BU IN JANUARY 2011

BRANDON, MB – Brandon University has been given the go-ahead to establish a Masters of Psychiatric Nursing (MPN) program – the first of its kind in Canada.

"This is a unique program in Canada and one that will serve Manitoba and Canada well," says Dr. Deborah Poff, President and Vice-Chancellor. "It fits with Brandon University's commitment with providing qualified professionals to meet the health care needs of Manitobans and beyond."

The Council on Post-Secondary Education (COPSE) has approved BU's plans to commence the program in 2010/11. A target start date of January 2011 has been established for admission of the first students. The program will have eight full time seats available for students. The MPN program is designed for professionals who are seeking advanced practice roles in administration, clinical practice or education. Graduates will be prepared for leadership in psychiatric nursing and health care.

"This new program will serve the needs of those wishing to pursue a specialty in psychiatric nursing. There will be much demand for graduates of the MPN. We are excited about enrolling our first class of graduate students this winter," says Dr. Dean Care, Dean School of Health Studies. "The new program will enhance our ability to recruit and retain the next generation of faculty. It will also promote the advancement of the psychiatric nursing profession in Manitoba and the rest of the country."

BU will be drawing on faculty expertise from across Canada. The MPN program will also provide program access through part-time study and distance learning.

"The College of Registered Psychiatric Nurses of Manitoba congratulates Brandon University on this achievement," said Leo O'Rourke, President of the College. "It is our hope that an ongoing commitment by the Government of Manitoba will ensure the continuing development of human resources in psychiatric nursing education and practice in our Province."

Brandon University and COPSE will work together to explore options for the delivery of the program based on a combination of alternative delivery formats, tuition fees, and internal resources to assure the overall programs sustainability.

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