



# Nurses' Notes

Newsletter of the Yukon Registered Nurses Association

## MESSAGE FROM THE PAST PRESIDENT

Lee Ash, RN

Our world is rapidly changing; global economics, ever expanding technologies, advancements in medical and drug therapies simultaneously with increasing public knowledge and demands are impacting our lives and our work. As a result of this all humans will be faced with ethical dilemmas but those

who will struggle the most will likely be involved in health-care.

*The code of ethics for registered nurses sets out the ethical behaviour expected of registered nurses in Canada.*

As you know, YRNA has established the Standards for Registered Nursing Practice in the Yukon. This document states that a standard is a desired and achievable level of performance against which actual performance can be compared and provides a benchmark below which performance is unacceptable. The fourth of these six standards is: Code of Ethics—Adheres to the ethical standards of the nursing profession.

YRNA has adopted the CNA Code of Ethics for Registered Nurses which has been developed by nurses for nurses. "The code of ethics for registered nurses sets out the ethical behaviour expected of registered nurses in Canada. It gives guidance for decision-making concerning ethical matters, serves as a means for self-evaluation and self-reflection regarding ethical nursing practice and provides a basis for feedback and peer review. The code delineates what registered nurses must know about

*their ethical responsibilities, informs other health care professionals and members of the public about the ethical commitments of nurses and upholds the responsibilities of being a self-regulating profession. This code serves as an ethical basis from which to advocate for quality practice environments*

*with the potential to impact the delivery of safe, competent and ethical nursing care."*

[CNA Code of Ethics p.2]

The Board of Directors and staff at CNA are in the process of reviewing and updating the Code of Ethics. I think now is the time for all of us to review this document and assess whether the content will remain relevant to our practice and if not, provide feedback to update it for the future. In January 2007, you will have an opportunity to take part in a consultation process on this. Stay tuned to the CNA website and the Canadian Nurse Journal for details.

What started me thinking about health care ethics was a riveting presentation at the last CNA biennium by Michael Villeneuve entitled Toward 2020: Visions for Nursing. He spoke on the past and present of nursing with emphasis towards the future. Michael has agreed to come to the

Yukon for our 2007 AGM and share this provocative presentation with you all. (Mark you calendars for May 12th as this is something that should not be missed.)

As a result of his presentation I ended up with a lot of questions. What used to be science fiction is now reality. Are we ready for this? (Some of the subjects I ask you to ethically question come from information originally presented in the Toward 2020 document.)

Today people are living longer as a result of medical advances. Ethically is there any age or physical state when it is no longer appropriate to spend health care dollars to maintain life? Who decides? Presently an increasing number of people are affected by chronic disease. About 40% of illnesses are potentially preventable and can be linked to avoidable risk factors such as physical inactivity,

smoking and poor nutrition. Should people be made

What used to be science fiction is now reality. Are we ready for this?

responsible for their choices? Ethically can we refuse health care to people who make poor lifestyle choices and become ill? Is it reasonable that the same level of healthcare be available to everyone no matter how or where they live? Do governments have a responsibility to plan and develop communities that promote healthy lifestyles? Drugs are the fastest growing health care cost. Who

should make decisions about research, patents, prescribing and costs?

Historically, dramatic improvements in technology and surgical techniques led to fewer hospital days and eventually to a decrease in the number of overall hospital beds. The beds that are now available have sicker patients in them. If there is a pandemic do we as nurses have the right to decline to engage in care? With the increasing acuity and staff shortages can we still provide the standard of personal care that the public has come to expect? Could assistance come in the form of computers, robots, and internet patient self teaching and treating? What would this mean for quality practice environments? In the future we can expect patients to take a more active role in their own care. Should they be the ones to demand certain investigations and/or treatments? Is it up to the nurse to advocate for the patient in every case?

There are growing waiting lists while

acute beds are filled with patients who could be more appropriately cared for elsewhere. Yet we often give patients the choice of which facility they wish to stay in. Ethically should we care for people where it works best for the system or best for the patient and their families?

Advances in nanotechnology, genetics and cloning will increasingly strain the system. Who decides who has access to these and who pays? Villeneuve states that for students starting their nursing education now, human cloning will be a reality within their career. Recently I randomly picked two fictional books that turned out to be about human cloning: The House of the Scorpion by Nancy Farmer—a book targeted at preteens, and Never Let Me Go by Kazuo Ishiguro. Both spoke to the possibility of cloning for the purpose of organ donation. Each highlighted an ethical conundrum – are clones “human” if they are developed for this specific purpose and how

should they be treated? On the news recently there was a report about prospective parents spending large amounts of money for the most genetically desirable donor eggs and sperm. Should these technologies be available only to the rich?

These are just some of my questions that come up about ethics. There will need to be many discussions on ethical dilemmas and how health care dollars are spent as resources become scarce.

As nurses, we rely on our Code of Ethics to give guidance for decision making concerning ethical matters. I ask you to talk to your colleagues, friends and family about your own ethical questions. Please read the current Code of Ethics and participate in CNA's review process. Now is your chance to have a say in how this document will guide your practice in the future.

Lee Ash, RN  
Past President

## Canadian Nurse Practitioner Initiative

A presentation by  
Marian Knock

Tuesday, December 5th, 2006  
Yukon College Room 1440  
1:00—4:30 p.m.

Sponsored by YRNA — Open to all.  
RSVP to 867-667-4062 or [yрна@yкnet.ca](mailto:yрна@yкnet.ca)  
*Scent free please.*

## Wine & Cheese Evening

Tuesday, December 5, 2006  
7:00 p.m. at the YRNA office

Meet Marian Knock of the Canadian Nurse Practitioner Initiative, learn about CNA's NurseOne portal, and get an update on the Yukon Collaborative Practice Initiative while enjoying an evening of discussion, socializing and refreshments.

RSVP appreciated but not required to  
867-667-4062 or [yрна@yкnet.ca](mailto:yрна@yкnet.ca)

*Scent free please.*

**www.**  
**yрна.ca**  
**Check it out!**

The YRNA newsletter is published four times a year. Publication dates are February 28th, May 31st, August 31st and November 30th. Deadline for submissions is the 1st day of the month of publication.

Articles and letters are welcome and should be addressed to the Editor. Inclusion of items in the newsletter does not imply endorsement or approval by the YRNA.

Yukon Registered Nurses Association  
204—4133—4th Avenue, Whitehorse, Yukon, Y1A 1H8  
Phone: 867-667-4062 Fax: 867-668-5123  
E-mail: [yрна@yкnet.ca](mailto:yрна@yкnet.ca) Web: [www.yрна.ca](http://www.yрна.ca)

### YRNA BOARD MEMBERS

President	Paula Bilton
Past President	Lee Ash
Secretary	Sean Secord
Treasurer	Jackie MacLaren
Members-at-Large:	
Rural	Michelle Caws
Whitehorse	Andrea Mainer
Whitehorse	Maureen Crill
Public Representative	Bob Lorimer

If you would like to receive e-mail notification of YRNA events (Coffee Talks, etc.) please let YRNA know: [yрна@yкnet.ca](mailto:yрна@yкnet.ca).

## FROM THE EXECUTIVE DIRECTOR

Patricia McGarr, RN

### CONTRIBUTE TO YRNA'S WORK . . . BE INVOLVED; PROVIDE FEEDBACK;

I would like to take this newsletter opportunity to tell you about a number of events that are being planned by YRNA. Although these are advertised elsewhere in this newsletter, I think you might be interested in a bit more information about some of the important things that we are planning.

#### Canadian Nurse Practitioner Initiative

Marian Knock will be in Whitehorse on Tuesday, December 5th, to give a presentation on the process, findings and final recommendations of the Canadian Nurse Practitioner Initiative (CNPI). Marian was the Executive Director of the initiative, a national project involving many partners and funded by the Federal Government's Primary Health Care Transition Fund. The task of CNPI was to develop a pan-Canadian framework that supports the sustained integration of the nurse practitioner role in Canada. As the Yukon moves toward designing a regulatory framework for nurse practitioners, the last province or territory in Canada to do this, this is a timely presentation. It will take place from 1:00 – 4:30 pm in Room C1440 (the Glass Class) at Yukon College. It will be attended by nursing and non-nursing stakeholders and is open to anyone who is interested. Please contact the YRNA office if you plan to attend.

**Wine and Cheese:** An opportunity to meet your colleagues and learn more about some YRNA initiatives.

On the evening of Tuesday, December 5th, there will be a Wine and Cheese at 7:00 pm at the YRNA office. These events have taken several forms in the past. Sometimes a formal presentation has been made. At other times members have given slide shows about their work in developing countries. Often it has simply been an opportunity for members to meet the Board and talk informally with each other about whatever strikes a chord at the time. You might like to know that discussions at these coffee talks in the past have sometimes raised the Board's interest to the extent that a new priority for YRNA action is set.

This Wine and Cheese will be fairly informal, however we would like to take some time at it to provide information on CNPI for those who could not attend the session earlier in the day. Also, for those who could, it might be a good opportunity to follow-up on issues identified during the afternoon. Marian Knock will join us for the evening. We would also like to talk a little about the latest from the Yukon Collaborative Practice Initiative, which you will have read about in previous newsletters. There has been a lot of talk about this, especially since all parties during the election endorsed the idea of an interprofessional primary health care centre. We have been a bit perturbed by some of the comments we have heard from a few nurses be-

cause it is obvious that a number of assumptions have been made about this initiative which are incorrect. This will be an opportunity for anyone who has concerns or questions to come along and find out what is actually being proposed at this time.

We will also have the computer up and running for those of you who have not yet plugged in to NurseOne, CNA's new nursing portal. I think you will be quite impressed with what you see. It will be a good opportunity for those of you who have been into NurseOne to talk a bit about how you see it helping you in your work and studies and what other opportunities there could be for its use.

The Minister of Health, Brad Cathers, has said previously that he would like to come to an event such as this to meet nurses. We will be in touch with him to see if he is free on this date.

#### AGM 2007

As Lee Ash mentioned in her report [see p.1], we are very excited to tell you that we have a real treat in store for you at the AGM. Michael Villeneuve, Scholar-in-Residence at CNA, is coming to present *Toward 2020: Visions for Nursing*. You may have read about this work in the CNA Journal and you can find out more about it on the CNA website. ([www.cna-aiic.ca](http://www.cna-aiic.ca)) A number of Yukon nurses were present at the CNA Biennium where Michael stepped in at the last minute to give the keynote opening address when the booked guest speaker was delayed in transit. What a hit that presentation was! (For those of us who were seeing it for the second time – it was still great). *Toward 2020* looks ahead to the health care needs of Canadians, opens the doors to new thinking and new solutions, and raises some very interesting ethical, technological and philosophical questions. It is fairly provocative and challenges us to examine how we view the health care world around us. We will be opening this session up to non-nurses in order to make the most of Michael's trip here and to bring the presentation to a wider audience. This session will take place on the afternoon of Saturday, May 12th.

We sometimes hear through the grapevine that nurses don't know details of some of the initiatives and ongoing work of YRNA and that they don't necessarily support everything that the association is saying or doing. There are two things I would say to that. *Participate in YRNA events* and read the discussion papers sent out from time to time so that you are well informed of the association's goals and activities. *Provide feedback to YRNA* on discussion papers and current issues that you have something to say about, so that your ideas and vision for nursing might be included in YRNA's goals and activities. Phone us and let us know your concerns. We will benefit from your perspective. The YRNA Board builds a work plan every year with well defined tasks that are directly related to the goals of the organization. The Board and staff contribute to this work plan in large part based on what we hear from members. Your input is important and we will be all the stronger for it. After all, *you* are YRNA.

# **Nurse Practitioner Legislation: How will it change my world??**

As you may know, YRNA has been working with government for some time now to prepare for the regulation of Registered Nurse Practitioners (NPs) in the Yukon. We believe it is critical that the voice of our nurses be heard throughout this process. YRNA representatives on the NP working group have placed a high priority on keeping YRNA members informed and heard as we create a regulatory framework.

We know that this kind of change brings uncertainty for all of us. We want to take this opportunity to clarify all that we can at this point.

## **WHAT DO WE KNOW FOR SURE?**

### **The status quo is no longer an option.**

Every other jurisdiction in Canada has already introduced NP legislation. The current climate of increased regulatory rigor in response to public and government demand brings increased scrutiny to the NP role. This is especially true in light of the need to prove the value and safety of integrating NPs throughout the Canadian health system. As the role overlaps the scope of other practitioners, especially physicians, more clearly than the known RN role, it is seen as critical to provide evidence that the NP role is appropriately supported through defined scope and standards. While we have always seen our broadly written legislated scope as adequate to support NP practice, there is now a need to formally regulate this level of practice through specific legislation.

Over the last few years, an increasing number of NPs registered elsewhere in Canada have come to work here in the Yukon, particularly in communities. As the "home" jurisdictions have formally established regulation of NPs, they have become increasingly reluctant to recognize practice here, where internal regulation is not in place. Other jurisdictions are indicating that they will not continue to recognize practice hours worked here, which may lead to loss of NP licensure for these members. This leaves NPs facing the possibility of having to leave our jurisdiction in order to maintain their licenses.

### **The existing community nurse role must continue to exist and be protected.**

Not just in the Yukon, but across the country, there has been a growing recognition that the existing expanded role is – and will remain for the foreseeable future – critical to the provision of health services in rural and remote areas of Canada. Several months ago, representatives of the federal Office of Nursing Policy, First Nation and Inuit Health Branch and the regulatory bodies of each province and territory met to discuss the existing expanded role. There was consensus that this role must continue to be supported even as Nurse Practitioner roles grow.

Here in the Yukon, there is no question that those community nurses who wish to continue in the existing role will be encouraged – and needed – to do so. Others may wish to pursue recognition and licensure as a Nurse Practitioner. Our education funds have already assisted a number of nurses to complete a Nurse Practitioner education program. Others may wish to engage in a "Prior Learning Assessment and Recognition (PLAR)" process, where an individual's education and experience are assessed and acquired competencies are tested for equivalence to a formal NP education program. Such programs can be quite involved and lengthy, and may only be available for a limited time in jurisdictions who have developed them. YRNA is encouraging H&SS to dedicate resources to support employees who wish to enter a PLAR program for NP licensure.

The critical message for those working in the communities: We do not foresee a significant change in your role as a result of NP regulation.

## **HOW MIGHT THINGS CHANGE?**

The NP role is intended as a valuable addition to the health system, not a replacement for other providers; this role complements others.

I believe that the impact on existing registered nurse roles everywhere in the Yukon can be very positive. NPs are educated to be change agents, and in many Canadian settings the introduction of the NP role has brought growth in the scope of RNs

working in collaboration with the NP. In Yukon communities, I believe the potential for RN/NP collaboration is very exciting.

## WHAT WILL CHANGE?

Credibility of NP regulation does demand protection of the title "Nurse Practitioner"; that title must be used only by those registered as NPs. Consequently, we do see the need for the existing Community Nursing position title "Community Nurse Practitioner" to change. Some community nurses have told us that they will actually be glad to see that change coming, as they see the role as different from that of the Nurse Practitioner.

Throughout the time we have been working toward NP legislation, YRNA has continued to emphasize the potential for NP integration across the Yukon health system. We find ourselves excited about the possibilities:

- What could a specialist Nurse Practitioner contribute to gerontological services in residential and home based long term care?
- What roles could be played by specialist NPs in Woman's Health, Palliative Care, Mental Health – and other areas?
- Current interest in a Collaborative Practice Primary Health Care Centre in Whitehorse will open an opportunity for NP engagement – though the two are different initiatives, they are linked. Some family practices have expressed interest in incorporating an NP into their programs.

## HOW WILL NPs BE REGULATED?

This will be accomplished through the addition to our governing legislation of wording to capture the added scope of Nurse Practitioners. The additional functions generally authorize the NP to autonomously:

- Diagnose and treat a range of common dis-

eases, and communicate diagnoses to clients and others

- Prescribe a defined range of pharmaceuticals and non-pharmaceutical treatment
- Order and interpret laboratory and diagnostic imaging tests
- Refer clients directly to other health professionals, including generalist and specialist physicians

Registered Nurse Practitioners perform these functions independently within their scope of practice, not requiring medical directives or employer policies to authorize these functions.

We are now advised by government legal counsel that, to mesh with the approach across the country, NP regulation should be established through a change to the Registered Nurses Profession Act itself. This is more onerous than the original plan to establish the NP framework through amendments to the Regulations. The legislated framework, wherever it is captured, must be supported by the policies that establish registration process and criteria and the details of scope and standards. YRNA is forming a working group to develop these components.

Being a self regulating profession means that we, the Registered Nurses of the Yukon, establish the standards and scope that govern the practice of all nurses. While YRNA has representatives at the table for this work, we are very mindful that we represent all Yukon Registered Nurses and their commitment to the provision of safe, competent care. We can represent you only if we hear from you.

## QUESTIONS? CONCERNS? COMPLAINTS? WORRIES? CONFUSIONS?

Contact YRNA.

**DON'T MISS  
THIS!**

## **Canadian Nurse Practitioner Initiative** a presentation on the findings and final recommendations by Marian Knock, CNPI Executive Director

**Date: Tuesday, December 5th**  
**Time: 1:00—4:30 p.m.**  
**Place: Room C1440 (Glass Class)**  
**Yukon College**

**This presentation is open to the public.**  
**If you would like more information or**  
**if you plan to attend, please contact the YRNA**  
**office at 867-667-4062 or [yrna@yknet.ca](mailto:yrna@yknet.ca)**



## Registered Nurse Education Funds

This funding, which is provided by the Yukon Department of Health & Social Services and administered by YRNA, has assisted Yukon RNs participate in approximately 400 educational endeavours since the inception of the first fund in 2001. (Additional funding categories were implemented in 2003.) Total financial assistance provided to members to date has been approximately \$455,000.

The next application deadline for applications is **January 15th**. Application forms and fund guidelines and criteria are available on the YRNA website at [www.yrna.ca](http://www.yrna.ca) or by contacting the YRNA office at 867-667-4062.

## Registration Renewal

Preparations for the 2007 registration renewal period are now underway at the YRNA office. A registration package will be mailed to all members in late January. Please advise YRNA of any change in your mailing address to ensure that you receive your personalized renewal package.

There will be changes in the payment process for RNs employed by the Yukon government. Information will be included in the registration package you receive. Please read it carefully.

Returning your completed registration form with payment by **March 1st** will ensure that your registration is continuous into the 2007 registration year which begins April 1st.

## Are you protected?

Every nurse should have professional liability protection.

The Canadian Nurses Protective Society  
is here for you!\*

Call for a free consultation.

**1-800-267-3390**

**[www.cnps.ca](http://www.cnps.ca)**

*\* Available to eligible Registered Nurses only.*

# 2007 Annual General Meeting

The AGM will be held on May 11 and 12th, 2007. Guest presenter for the afternoon will be Michael Villeneuve. More details and agenda will be available in the next newsletter, but mark your calendar now and plan to attend!



## Call for Nominations for YRNA Board

Board positions available this coming year include President-Elect, Secretary and Member-at-Large (Rural). The duties of these positions are outlined in YRNA's Bylaws but a brief synopsis is as follows:

### President-Elect:

Automatically succeeds the President and in the absence of the President or Vice-President, performs all duties of the President.

### Secretary:

Records and maintains minutes of board and general meetings of the association and acts as custodian of the Seal of the association.

### Member-at-Large (Rural):

Promotes the association to members and bring members' concerns to the Board.

If you or any of your colleagues are interested in serving on the Board of YRNA or if you would like more information, please contact Lee Ash or Joanne Pare, YRNA Nominations Committee, c/o the YRNA office at 667-4062. **The deadline for nominations is February 1, 2007** [A nomination form has been included as page 11 of this newsletter.]



---

*Thank you to David Hersey, RN*, who represented all Yukon registered nurses in the wreath laying ceremony at the Remembrance Day service held in Whitehorse on November 11th. David is a medevac nurse employed with Emergency Medical Services.

---

## YRNA Christmas Hours

The YRNA office will be closed over the Christmas period from Friday, December 22nd to January 2nd inclusive. The office will re-open for normal business on Wednesday, January 3rd.

## Honourary Membership NOMINATION DEADLINE

Members are invited to submit Honourary Member nominations to the YRNA Board for consideration prior to **December 31st**.

Honourary Membership criteria and nomination forms are available at the YRNA office or on the website at [www.yrna.ca](http://www.yrna.ca). Don't miss this deadline to recognize a deserving current or former colleague.



**Moving? Please let us know . . .**

Name: \_\_\_\_\_

NEW Address: \_\_\_\_\_

Postal Code: \_\_\_\_\_

Old Address: \_\_\_\_\_

Send to:

YRNA, 204—4133—4th Avenue, Whitehorse, Yukon Y1A 1H8  
Phone: 867-667-4062 Fax: 867-668-5123 e-mail: [yrna@yknnet.ca](mailto:yrna@yknnet.ca)

## The Discipline Process

In the previous installments of this story, you as a fellow RN had laid a complaint regarding the behaviour of “Francine”, after you witnessed several episodes of demeaning and physically aggressive treatment of patients by Francine. YRNA’s Consensual Complaint Resolution process was attempted, but terminated after Francine, still denying any inappropriate behaviour, refused to participate further. The Complaint Committee then referred the matter to the Discipline Committee for formal hearing.

Thanks to the members of the Discipline Committee, especially Sharon Specht, authors of this final chapter of the story.

### The Francine Story continues . . .

Fade in . . . to the Discipline Hearing. Present are:

- the chair of the Discipline Committee,
- two other registered nurse members who are on the Discipline Committee,
- “Independent Legal Counsel”, who supports the Discipline Committee to follow due process when the committee requests assistance,
- the respondent (Francine) and her legal counsel,
- the Registrar for YRNA
- YRNA’s legal counsel

Prior to today, one member of the Discipline Committee had to declare a conflict of interest and was unable to hear this case because she coaches Francine’s niece at soccer.

The Discipline Committee Chair says, “This is a hearing pursuant to Section 29 of the Registered Nurses Profession Act, regarding a complaint against the professional practice of Francine. The tribunal members are: I, Griselda, the Chair of the Committee, and registered nurse Disciplinary Committee members: Anastasia to my right and Drusilla to my left. Our Independent Legal Counsel for this tribunal is Ms. White. She is here to assist the Disciplinary Committee with matters of due

process. I would now ask that counsel for YRNA introduce the other parties in the room.” At this point, YRNA’s counsel introduces the other people present.

The Chair directs counsel for YRNA to begin with their opening statement. Counsel for YRNA opens with a statement summarizing the allegations including the respondent’s alleged failure to comply with sections of the *Standards for Nursing Practice in the Yukon*, specifically:

1. Is accountable and takes responsibility for own nursing actions and professional conduct,
2. Carries out interventions in accordance with policies, guidelines and care standards,
3. Upholds the values contained in the Canadian Nurses Association (CNA) Code of Ethics for Registered Nurses”, namely:
  - Safe, competent and ethical care
  - Health and well-being
  - Choice
  - Dignity
  - Confidentiality
  - Justice
  - Accountability
  - Quality practice environments

4. Consistently practices according to the responsibility statements in the CNA Code of Ethics.

The YRNA lawyer expresses the intention to produce evidence of Francine’s failure to meet each of the standards listed.

At the Chair’s direction, Francine’s lawyer presents an opening statement asserting that Francine has maintained the same standards of care as other nurses in the workplace. The lawyer also points to Francine’s long employment history and the lack of formal documentation of any performance issues, including on her most recent performance review which was completed in 1994.

YRNA calls as its first witness the complainant, Ms. U. Griselda swears in the witness. YRNA’s counsel asks Ms. U to describe each alleged incident that led to the complaint. Ms. U is asked to describe what she saw and heard and what she did in response.

Francine’s lawyer questions Ms. U next, asking about her own awareness of standards in the workplace. For example, has she not seen other staff behave as she describes? Are

there written policies in place governing this type of scenario? The lawyer also asks about Ms. U's relationship with the respondent, and indicates that the complaint is really about Ms U's personal dislike of Francine.

YRNA's counsel then questions Ms. U to counter the implication that the complaint was vexatious. "Did you register this complaint because you dislike the respondent?" Ms U responds that this is not the case; she states she was motivated by concern for the patients.

Next, other staff who work with Francine are called as witnesses. They all give evidence as to what they witnessed on the unit.

*Note:* The Discipline Committee does not have access to any information gleaned through the complaints and investigation process. The Discipline Committee considers only the evidence presented at the tribunal in order to reach a decision.

The last witness called by YRNA's counsel is an expert witness who is a registered nurse who has worked several years as a manager in a similar area to Francine's unit. She is asked by the YRNA counsel to give evidence regarding what are commonly understood to be standards of care for this work area.

Francine's counsel asked questions aimed at casting doubt on the relevance and credibility of the expert witness's opinion. "How many years have you been working in this area? Have you actually worked in the position in which the respondent is employed? What is your highest level of education? Have you presented evidence before as an expert? Are you being paid to provide evidence at this tribunal?"

Francine's counsel then calls witnesses who are colleagues of Francine's, and some family members of patients who describe Francine's work as appropriate and caring.

After all witnesses are questioned, the Discipline Committee chair asks for closing remarks. The YRNA counsel reviews again the allegations, the evidence presented to support them and reviews the duty of the professional association in protecting the public by maintaining standards of practice.

Francine's lawyer closes by reviewing the evidence of Francine's colleagues and patients' family members, who have attested to her good work. He concludes saying that, "There was a misunderstanding by the complainant of the situation."

In closing, the YRNA counsel restates that the evidence presented demonstrates the standards of practice were not maintained by the respondent. She reiterates that this is not a case of personal misunderstanding between colleagues.

The Discipline Committee confers with Independent Legal Counsel to ensure that due process has been followed and then calls a recess to make their decision.

On returning to the tribunal, the Discipline Committee announces that they have made a decision and that the written reason will follow within one week. The Chair announces, "The Committee finds this member, Francine, guilty of Professional Misconduct. We direct the YRNA Registrar to place conditions on her license to practice as a registered nurse in the Yukon. Prior to these conditions being removed, Francine will be required to comply with these conditions:

1. She must engage in a formal education course on appropriate care of mentally fragile patients. This course must be approved by the YRNA registrar as appropriate to address the member's failure to meet care standards.
2. The member must enter into counseling to address anger and stress management skills. The counseling program shall be approved by the YRNA Registrar.
3. The member shall practice only under the direct supervision of the manager or another registered nurse designated by the manager
4. The member must meet with the YRNA Registrar monthly to report on her progress with coursework and counseling. Feedback from her workplace manager will also be required monthly until such time as the conditions on her license are removed."

The hearing ends, and Francine is left to consider her options:

- Comply with the terms as set out in order to eventually restore her good standing
- Appeal the decision to the Board as per the Act
- Voluntarily resign from nursing permanently, or until such time as she fulfills the terms and is deemed eligible for re-instatement
- Refuse to comply with the terms, which will result in involuntary withdrawal of her license.

Notice of the committee's decision and the imposed terms are published, as mandated in the Yukon Registered Nurses Profession Act, in the Association newsletter; to her employer and to the regulatory bodies in each Canadian province and territory.

*[Editor's Note: For a copy of the complete "Francine Story" contact the YRNA office.]*



## **Borealis Birth Services**

I am pleased to offer  
Doula labour support  
for expecting families  
in the Whitehorse area  
as well as other  
services and products  
for families and healthcare  
professionals in the Yukon.

### *For parents:*

- ▶ Doula Support
- ▶ Breastfeeding Support
- ▶ Belly Casting
- ▶ Books on Pregnancy / Parenting / Breastfeeding
- ▶ Baby Slings
- ▶ Cloth diapers

### *For Healthcare professionals:*

- ▶ Medical supplies
- ▶ Books/ videos in all nursing / medical fields
- ▶ Healthcare conferences and workshops.  
*(please contact me for a listing of upcoming  
conferences in Whitehorse for 2007)*

## **Borealis Birth Services**

Christina Sim, RN/Doula

75 Pelly Road

Whitehorse, YT Y1A 4L9

(867) 456-2959

[BorealisBirthServices@northwestel.net](mailto:BorealisBirthServices@northwestel.net)

## **National Chair Achievement Award in Nursing Human Resources: Yukon 2007—Call for Nominations**

The National Chair Achievement Award has been established by the *Canadian Health Services Research Foundation* and *Canadian Institutes of Health Research* to recognize and celebrate individuals or employers who have played a key role in identifying, advocating for and/or implementing innovative initiatives to promote healthy workplaces for nurses and other health care professionals. The award would be presented at the YRNA's Annual General Meeting, 2007.

Nominations should be submitted by March 2<sup>nd</sup>, 2007. Nominations can be submitted electronically, by surface mail or by fax. Further information and the nomination forms can be found at [www.hhrchair.ca](http://www.hhrchair.ca) under the title "Chair Achievement Award."

## **MedicAlert Can Help Care for Your Patients, Too**

As a healthcare professional you understand the importance of a patient's accurate and up-to-date medical information. The Canadian MedicAlert understands this too.

At MedicAlert it's not only our business to help protect people with deadly food allergies, chronic medical conditions and special medical needs through the internationally recognized MedicAlert emblem. It's also our business to safeguard a patient's health information so that if a medical emergency occurs, this information is shared immediately with health care teams rendering that patient's care.

The Canadian MedicAlert Foundation (CMAF) is the leading provider of emergency medical information services in Canada for more than 45 years. With over 1 million Canadian members, CMAF's services include an electronic medical record, secure database, 24-hour emergency hotline for emergency responders, and customized identification products worn by members.

Anyone who has a preexisting medical condition that must be known in an emergency should wear MedicAlert identification. For example, information such as an individual's allergy to penicillin is crucial information for health care professionals to know during that person's treatment.

To learn more about how MedicAlert can help protect the lives of people you care for, please e-mail or call Robert Blair at CMAF at [rblair@medicalert.ca](mailto:rblair@medicalert.ca) or call 1-800-668-1507 ext. 1251. *If you are an occupational health nurse, please ask about our special rates and group offers.*



## ***Yukon Registered Nurses Association***

204 – 4133 – 4th Avenue, Whitehorse, Yukon Y1A 1H8

Phone: (867) 667-4062 Fax: (867) 668-5123 E-mail: [yrna@yknet.ca](mailto:yrna@yknet.ca)

### **NOMINATION FORM**

DATE: \_\_\_\_\_

I, \_\_\_\_\_, agree to run for the position of

Given Name Surname

\_\_\_\_\_.

**NOMINEE:**

**NOMINATED BY:**

\_\_\_\_\_

Signature

\_\_\_\_\_

Signature

\_\_\_\_\_

Printed Name

\_\_\_\_\_

Printed Name

ALL NOMINATIONS MUST:

- be for a Registered Nurse resident in the Yukon
- be made by a Registered Nurse
- include the signature of both the nominee and the nominator
- be received at the YRNA office in writing no later than FEBRUARY 1, 2007.

PLEASE SEND THE COMPLETED FORM TO:

YRNA Nominations Committee  
c/o the YRNA office at the address above.

## **YRNA Bylaws Regarding Election of the Board**

A person nominated as a candidate for the Board shall be a registered nurse resident in the Yukon.

Any registered nurse member may submit nominations to the Chairperson of the Nominations Committee.

All nominations must be received in writing by the chairperson of the Nominations Committee by February 1 of each year. The nomination slate will be circulated at least thirty (30) days before the Annual General Meeting.

Balloting shall be by secret ballot returned to the YRNA

office no later than one day before the Annual General Meeting or, on the day of the Annual General Meeting, to the place of the meeting before the beginning of the meeting.

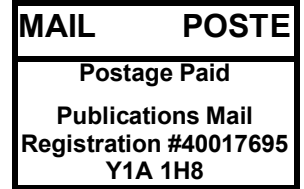
If no nominations are received prior to the close of nominations, the positions may be filled by nomination and election at the Annual General Meeting.

For clarification of nomination and voting procedures, call Lee Ash or Joanne Pare, YRNA Nominations Committee, c/o the YRNA office at 667-4062.



## Yukon Registered Nurses Association

204—4133—4th Avenue  
Whitehorse, Yukon Y1A 1H8  
Phone: 867-667-4062 Fax: 867-668-5123  
E-mail: [yrna@yknet.ca](mailto:yrna@yknet.ca) Web: [www.yrna.ca](http://www.yrna.ca)



---

## Coming Events . . .

- Dec 5, 2006** CANADIAN NURSE PRACTITIONER INITIATIVE Presentation of final report. Presenter: Marian Knock. Sponsored by YRNA. Yukon College Room C1440. For more information or to reserve your place, contact YRNA at 867-667-4062 or [yrna@yknet.ca](mailto:yrna@yknet.ca). ALSO: There will be a WINE & CHEESE SOCIAL at the YRNA office beginning at 7:00 p.m.
- Feb 4—6, 2007** NURSING LEADERSHIP CONFERENCE. *Nursing Leadership: Key to Health System Effectiveness*. Co-sponsored by CNA. Ottawa. Deadline for Abstract submissions is September 22nd. Contact: [www.cna-aiic.ca](http://www.cna-aiic.ca)
- March 2007** INFACT Canada/IBFAN North America will be in **Whitehorse**, YT, in March 2007 offering the 18-hour breastfeeding management workshop based on the UNICEF/WHO lactation management course. For more details contact Christina Sim @ Borealis Birth Services (867) 456-2959 or [BorealisBirthServices@northwestel.net](mailto:BorealisBirthServices@northwestel.net)
- Mar 21-23, 2007** *The Greying Nation: Transitions of care in later life*. Shaw Conference Centre, Edmonton. For more information contact: Education Services, Glenrose Rehabilitation Hospital, Phone: 877-877-8714; E-mail: [GRHEdServices@cha.ab.ca](mailto:GRHEdServices@cha.ab.ca); Web: [www.capitalhealth.ca/greyingnation](http://www.capitalhealth.ca/greyingnation)
- Mar 21-24, 2007** CANADIAN CONFERENCE ON MEN'S HEALTH. Victoria, BC. Contact: 250-472-7644; [ccmh@dearmondmanagement.com](mailto:ccmh@dearmondmanagement.com); [www.menshealthcanada.ca](http://www.menshealthcanada.ca)
- Apr 30, 2007** UNDERSTANDING ADOLESCENT SEXUALITY & TEACHING SEX ED. *A workshop for implementing sex education for groups*. Sponsored by Sexuality Education for Youth Across Canada and the Society of Obstetricians & Gynecologists of Canada. **Whitehorse**. For more information or to reserve your space contact Catherine at: Phone 514-793-2558; email [catherine@sexpressions.ca](mailto:catherine@sexpressions.ca).
- May 3-5, 2007** NATIONAL COMMUNITY HEALTH NURSING CONFERENCE. *Mapping the Future for Better Health: Innovation, Leadership, Integration.* Toronto. Jointly sponsored by CHNAC and CHNIG. Deadline for Abstract submissions is September 28th. Contact: 306-780-8263.
- May 11-12/07** YRNA AGM—Details to follow or call the YRNA office at 867-667-4062.