

ANNUAL REPORT

2020



Nurses Association
OF NEW BRUNSWICK



MANDATE

Regulation for safe, competent, and ethical nursing care.

PUBLIC PROTECTION

NANB has adopted a three-pronged approach to self-regulation:

NANB strives to:

1. Promote good practice that meets the standards for nursing practice and nursing education and is evidence informed.
2. Provide support for the prevention of nursing education and nursing practice that does not meet the standards through regulatory program review, consultation with the public and registered nurses, and provision of information and education.
3. Intervene when nursing practice and/or nursing education do not meet the required standards for provision of safe, competent nursing services to the New Brunswick public.

NANB supports the profession by placing emphasis on promotion of best practice and education, with the goal of reducing the need for discipline interventions. While incidents of misconduct or incompetence are infrequent, given the number of nurses providing service to the public, they do occur.

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ABOUT NANB

The Nurses Association of New Brunswick has been the professional regulatory body for registered nurses and nurse practitioners in New Brunswick since 1916. The *Nurses Act* defines the responsibilities of NANB. The purpose of regulation is to protect the public by supporting nursing practices and education programs

which meet required standards, and to support the provision of safe, competent nursing care to patients/clients/communities. NANB assists registered nurses through consultation, information, education and collaboration with key stakeholders. NANB completes the work of nursing regulation in a number of ways:



ALTHOUGH NANB SETS THE STANDARDS FOR NURSING EDUCATION AND NURSING PRACTICE, IT IS REGISTERED NURSES WHO ENACT THE STANDARDS THROUGH DAILY DELIVERY OF SAFE, COMPETENT AND ETHICAL NURSING PRACTICE.

- Establish required standards for nursing practice and nursing education;
 - Set entry to practice requirements for Canadian and internationally educated graduates and registered nurses;
 - Review regularly the nursing education programs, to assure that the standards for nursing education are met;
 - Maintain requirements for registration to ensure nurses working in New Brunswick are competent to practice;
 - Support internationally educated nurse candidates through the assessment and/or education process to enable nursing registration in New Brunswick; and
 - Respond to complaints received from members, employers and the public. NANB committees, with member and public participants, complete the screening of complaints, fit to practice review and disciplinary processes.
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ANNUAL REPORT

HIGHLIGHTS 2020

2020: A YEAR IN REVIEW

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INTERNATIONAL YEAR OF THE NURSE & MIDWIFE



The World Health Organization declared 2020 as the Year of the Nurse and Midwife. Rather than commencing celebrations in 2020, nurses found themselves redirecting their focus toward practicing in an unprecedented global pandemic. While many professionals in New Brunswick worked from home and committed to social isolation, nurses continued to be the primary contacts for COVID-19 patients 24/7, providing treatment and care to patients in the face of a serious disease without a cure.

Online Rebrand: Website and Social Media

NANB rebranded their online presence to pay tribute to the International Year of the Nurse & Midwife using a series of visuals of New Brunswick nurse members.

International Council of Nurses Conference 2023: Awarded to One Nurse Participant

As a tribute to the Year of the Nurse and Midwife, NANB awarded a random AGM participant – Joan Kingston with registration and travel expenses to the International Council of Nurses Conference 2023 in Montreal.

20 Members Received Free Registration

To show our support and gratitude to nurse members, NANB offered free registration renewal fees for 2021 through a random selection process from the provincial nursing database. (Re-allocating funds budgeted to celebrate 2020 Year of the Nurse and Midwife.) Congratulations!

- | | |
|----------------|-----------------|
| • Corinna P. | • Xavier C. |
| • Heather Mc. | • Diana D. |
| • Janet R. | • Helen B. |
| • Joanne J. | • Charlotte S. |
| • Charlotte H. | • Sabrina M. |
| • Catherine B. | • Nancy D. |
| • Mary G. | • Lemarlis E. |
| • Jolyane P. | • Suzanne C. |
| • Kaitlyn S. | • Dora Mac. |
| • Geraldine G. | • Stéphanie Mc. |



COVID-19

**128 ETRs WERE
ISSUED IN 2020**

**INCREASED ALLOWABLE
LAB/SIMULATION HOURS
FROM 10% TO 20%**

**THE USE OF TECHNOLOGY
TO DELIVER NURSING CARE
DOES NOT ALTER THE NURSE'S
ACCOUNTABILITY FOR
MEETING THE STANDARDS OF
THE PROFESSION.**



Facebook Live Event: Celebrations, COVID and Conversation with NANB & NBNU

Maureen Wallace, President of NANB and Paula Doucet, President of NBNU joined together for a virtual Facebook live event during National Nursing Week, answering questions about how each organization was navigating the pandemic and providing support to nurses during these uncertain times.

**CLOSE TO 150 NURSES
PARTICIPATED IN THIS
ONLINE EVENT**

2020: A YEAR IN REVIEW

Emergency Preparedness: COVID-19 Response

Policy Change to Enhance Issuing Retired and Non-practicing Nurses an Emergency Temporary Registration (ETR)

In March of 2020, NANB's board of directors approved policy changes to issue Emergency Temporary Registrations to retired or non-practising nurses interested in returning to practice to assist in the response to the COVID-19 pandemic. A total of 128 ETRs were issued in 2020.

Policy Change to Permit New and Recent Graduates an Emergency Temporary Registration

The changes to NANB's policy enacted the emergency registration process to allow new graduates to receive emergency temporary registration. With NCLEX-RN Testing Centres closed, graduates were unable to apply for a Temporary Registration Permit, the class of registration under which GNs normally practice, as NANB's rules dictate that candidates must have an exam scheduled in order to qualify. By enacting the emergency registration process, GNs were able to practice without fulfilling this requirement.

Policy Change to Allow Increase in Simulation Hours

NANB's board of directors approved policy changes to allow flexibility in the required number of clinical hours for potential nursing student graduates, increased the amount of allowable laboratory/simulation hours from 10% to 20%, and provided key points to consider as nursing programs adjust and plan for learning during the pandemic.

COVID Website Support

In order to provide up-to-date and important information easily accessible to members and the public, NANB implemented a special section of the website for COVID support. This not only included regulatory, emergency temporary registration, and changes to nursing practice, but offered a one-stop for public health information, and self-care support for nurse members. NANB partnered with the Canadian Mental Health Association of New Brunswick (CMHANB) to develop a webinar on Resilience and Radical Self-Care for Nurses in New Brunswick. The webinar has since been shared with other Canadian provinces.

Multi-jurisdictional Licensing

NANB acknowledges that many of its nurse members practice across Canadian provincial and territorial borders and that the regulatory burden caused by provincial/territorial legislative requirements is an impediment to supporting a flexible and nimble regulatory approach to cross-border practice. Virtual nursing care is a good example of this. NANB and other members of the Canadian Council of Registered Nurse Regulators, are actively working toward the creation of regulatory mechanisms to support safe and appropriate multi-jurisdictional practice in Canada.

Guideline for Virtual (Telenursing) Nursing Practice

Virtual nursing practice grew exponentially during the pandemic. The COVID-19 experience highlighted a growing need for the use of technology to deliver nursing care at a distance. This expanding model of care carries risks and requires additional considerations to ensure the provision of safe, competent, compassionate, and ethical care. The use of technology to deliver nursing care does not alter the nurse's accountability for meeting the standards of the profession. The *NANB Guideline for Telenursing Practice*, released in July of 2020, supports nurses in the application of the standards of practice in telenursing.



NANB Donated 5K to the Canadian Mental Health Association of New Brunswick (CMHANB)

To recognize the efforts of nurses in New Brunswick during COVID-19, NANB re-directed \$5,000 (set aside for advertising during National Nursing Week) to partner with the Canadian Mental Health Association of New Brunswick to further support self-care initiatives for nurses in recognizing the Year of the Nurse and Midwife.

NURSING PRACTICE & EDUCATION

CORE SERVICES—THE BUSINESS YEAR FOR NANB BEGINS ON DECEMBER 1 AND ENDS ON NOVEMBER 30. THUS, THE BEGINNING AND END COINCIDE WITH REVENUE AND EXPENSE STREAMS ASSOCIATED WITH THE ANNUAL REGISTRATION PERIOD.



Piloting New Methods for Regulatory Review of Nursing Education Programs

NANB is legislated to establish and maintain standards for nursing education. Maintenance of the standards requires scheduled regulatory reviews of all NB nursing education programs.

NANB partnered with the Canadian Association of Schools of Nursing (CASN) and the College of Nurses of Ontario (CNO) to pilot new methods for scheduled regulatory reviews of the University of New Brunswick: Baccalaureate of Nursing program, and the Université de Moncton Nurse Practitioner (NP) Program. Following the completion of both pilot regulatory reviews, the NANB Nursing Education Advisory Committee will make recommendations for future direction to the NANB Board of Directors.

National Project on Nursing Regulation: Phase 2

The Nurse Practitioner Regulation Framework Implementation Plan Project (NPR-FIPP) is a multi-year, multi-faceted initiative commissioned by the Canadian Council of Registered Nurse Regulators (CCRNRR). The CCRNR, made up of representatives from Canada's 12 provincial / territorial (jurisdictional) bodies that regulate the practice of registered nurses (RNs) and nurse practitioners (NPs), promotes excellence and supports collaboration in professional nurse regulation.

The NPR-FIPP's goal is to implement recommendations regarding six basic elements of a Model for Nurse Practitioner Regulation in Canada:

1. **Entry-level education programs**—formal graduate level programs in nursing that prepares RNs to meet NP entry-level competencies across the life span and diverse practice settings
2. **Entry-level examination**—one national entry-level examination for all NPs across the country
3. **Standards of practice**—common NP standards of practice
4. **Continuing competence**—common principles
5. **Registration/renewal**—one NP registration category based on entry-level competencies
6. **Re-entry to practice**—common principles.

This year's priority is developing work plans and beginning work on entry-level examination and entry level education programs.

NURSING SCHOOL ADMISSION DATA

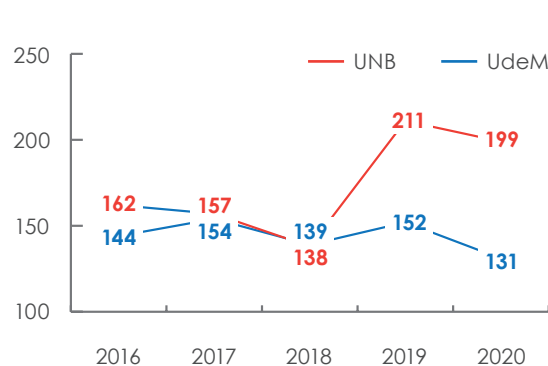


FIGURE 1 Number of BN Students Admitted

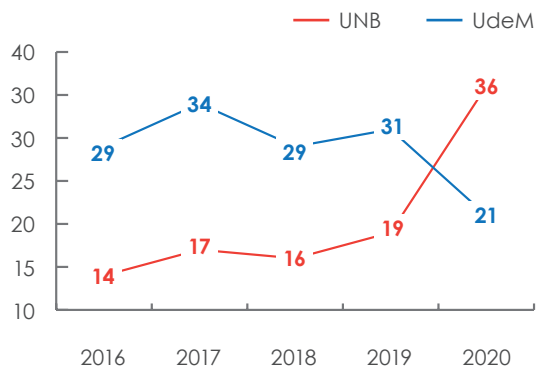


FIGURE 2 Number of Masters Students

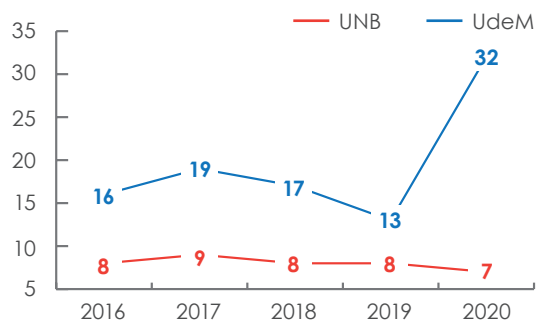


FIGURE 3 Number of NP Students

Nursing School Admission Data

NANB collects information from the nursing education programs in New Brunswick. This data contributes to NANB's work in various areas, such as the Nursing Resource Strategy.

In 2020, there was decreased enrollment of Bachelor of Nursing students at both the University of New Brunswick and the Université de Moncton (Figure 1). The number of students enrolled in Master of Nursing and Nurse Practitioner Programs varied in 2020 (Figures 2 and 3).

CONSULTATION WITH NURSES & PUBLIC MEMBERS

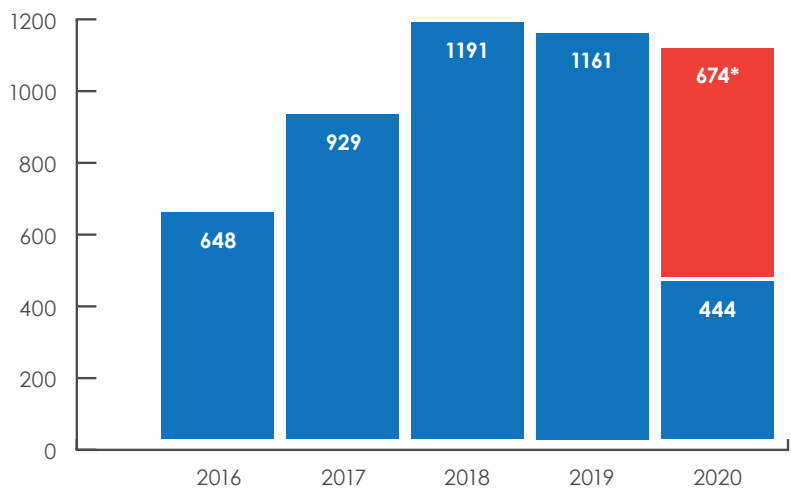


FIGURE 4 Total Consultations

Consultation with Nurses and Public Members

*In 2020, NANB received 444 consultations and 674 information requests. Red represents all calls, including those for information purposes, while the blue shows true Consultation calls only.

NANB receives calls from nurses' and non-nurses. The majority of consultations, 90.6% (385), were from nurses. NANB also received 11 (2.5%) calls from public.

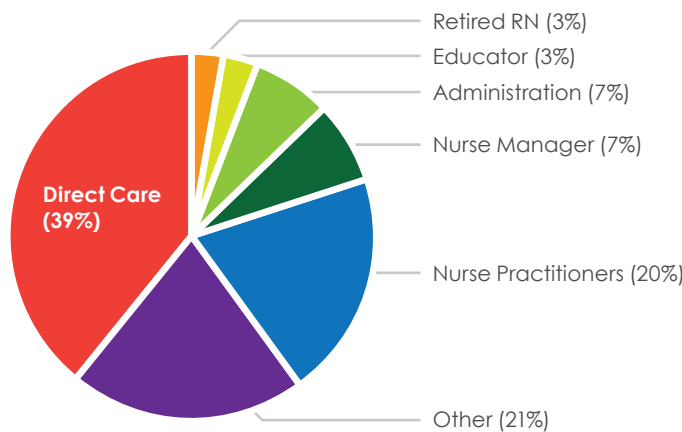


FIGURE 5 Consulting with New Brunswick Nurses

¹ The term “nurses” refers to all NANB members, including graduate nurses, registered nurses, and nurse practitioners.

CONSULTATION WITH NURSES & PUBLIC MEMBERS

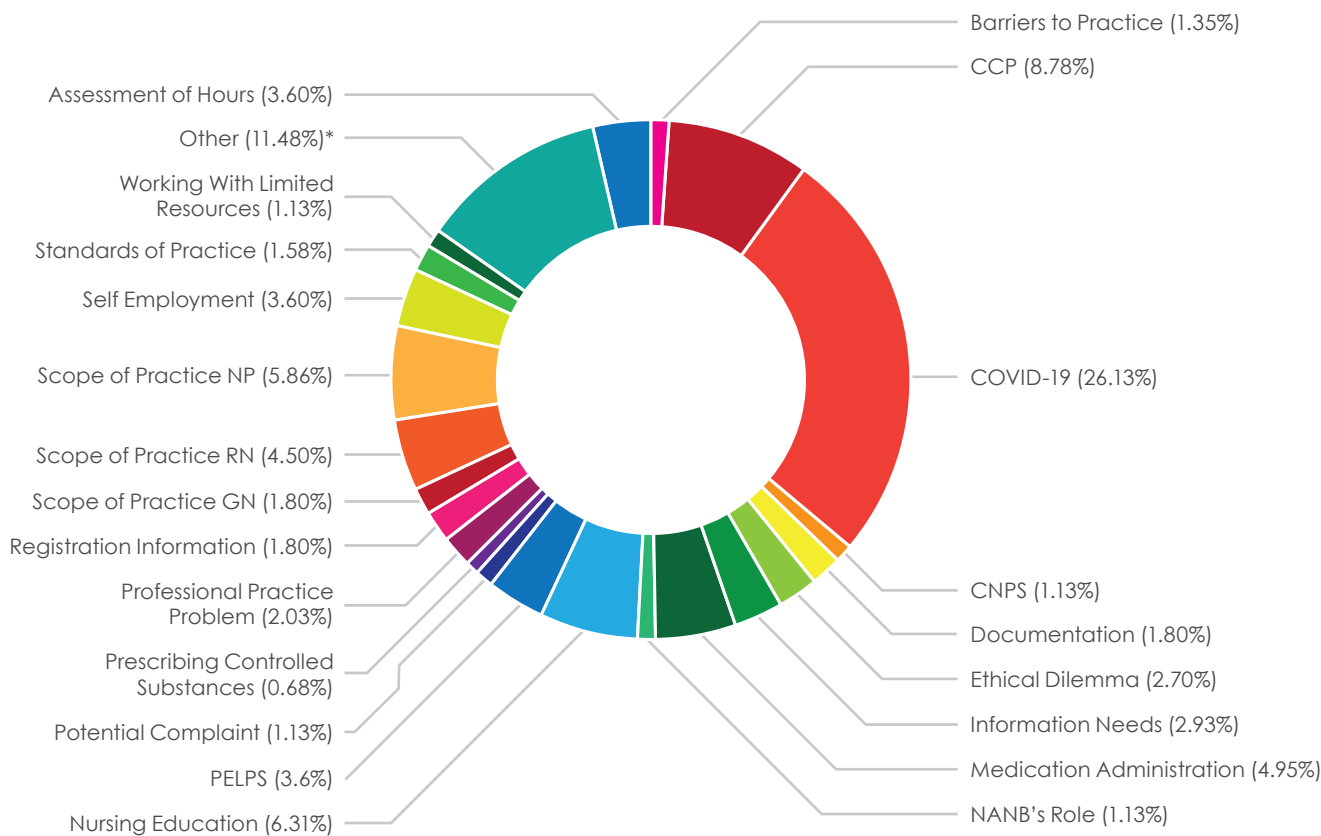


FIGURE 6 Consultation Topics (December 1, 2019–November 30, 2020)

Nursing Consultation Services Report 2020

NANB supports professional nursing practice by providing confidential consultation services to RNs, NPs, and the public. A *consultation* is an interaction to provide advice related to a nursing practice, it can occur in person, over the phone or via email. Consultations are provided on a wide variety of topics.

All consultations are collected in a database which allows us to capture, analyze and respond to emerging trends, and to provide consistent evidence-informed advice.

Consultation Topics

Consultations occurred on many topics (see Figure 6); in 2020 most related to COVID-19. The next most frequent questions were related to new requirements of the NANB Continuing Competency Program (CCP). This was anticipated with the introduction of a new mandatory education module for registration. Other common consultations were specific to NP and RN scope of practice, medication administration, self-employment and nursing education.

Your inquiries are important to us and help us to best support your practice and the provision of safe, competent and ethical care in the interest of the public.

RESOURCES & PRESENTATIONS

NANB Resources

NEW RESOURCES
<i>Guideline for Telenursing Practice</i>
<i>Guideline: Duty to Provide Care</i>
<i>COVID-19: RN and NP Information</i>
<i>Scope of Practice Toolkit</i>
<i>Fact Sheet: Handover of Care</i>
<i>Fact Sheet: Reassignment to an Unfamiliar Practice Setting</i>
<i>Fact Sheet: Client Abuse</i>
<i>Fact Sheet: Health Care Serial Killers</i>
<i>FAQ: Medication Management</i>
<i>FAQ: NP Leaving or Closing a Practice</i>
<i>FAQ: Can NPs Provide Drug Samples to Patients?</i>
<i>Care planning: An essential element of RN practice</i>

UPDATED RESOURCES
<i>Entry-Level Competencies (ELCs) for the Practice of Registered Nurses in New Brunswick</i>
<i>Standards for Medication Management</i>
<i>Standards for the Nurse-Client Relationship</i>
<i>Standards for Documentation</i>
<i>Nursing Intraprofessional Collaboration Guideline: LPNs and RNs Working Together (NANB/ANBLPN)</i>
<i>Fact Sheet: Abandonment</i>
<i>Fact Sheet: Responsibilities When Assignment Care Amongst Team Members</i>
<i>Fact Sheet: Consent</i>
<i>Fact Sheet: The Contributions of RNs and NPs to Improved Patient Outcomes</i>
<i>FAQ: Documentation</i>
<i>How NANB Nurse Consultants support RN and NP Practice</i>

Presentations

In response to a consultation or by specific request, NANB staff delivered 19 presentations to 598 participants, on the following topics:

- *Working Together: RNs and LPNs Practicing Together (n=9)*
- *Professionalism: I am your RN (n=2)*
- *Leadership and Mentoring of New Staff (n=5)*
- *Medication Administration (n=1)*
- *Standards of Practice: Live your Standards of Practice Every Day (n=1)*
- *Therapeutic Nurse Client Relationship (n=1)*



The Role of the Nurse and Scope of Practice Toolkit

Healthcare is ever-changing, requiring the role of the nurse to be fluid. The Role of the Nurse and Scope of Practice Toolkit was created to help nurses, their employers, and the public to have greater understanding of the role of the nurse and what is meant by scope of practice. The toolkit includes articles to promote understanding of the unique role and contribution of nurses and a 4-question decision making tool to support nurses in determining if a specific activity is appropriate for the nurse to perform.

CONTINUING COMPETENCE PROGRAM (CCP)



Continuing Competency Programs (CCP) are based on the principle that lifelong learning is essential to continuing competence. Nurses in every practice setting demonstrate their commitment to continually improving their nursing practice by setting and achieving learning goals.

- College of Nurses of Ontario

The CCP is important to NANB's mandate of public protection. The CCP is a regulatory requirement that serves to support nurses to determine their learning needs and examine their accountability as regulated professionals. The CCP focuses on promoting the maintenance and enhancement of RN and NP competencies. In 2020, NANB implemented an updated CCP which has four steps:

- self-assessment;
- learning plan;
- learning module; and
- record of learning activities.

Mandatory completion of a learning module was introduced. Mandatory education components of CCP are required in all other Canadian jurisdictions. New Brunswick is the last province to

introduce this requirement. The NANB Jurisprudence learning module is about ensuring that nurses are aware of legislation and regulatory standards that affect their nursing practice.

The final step in completion of the NANB CCP is creating a record of learning activities. NANB does not require proof that you have completed learning activities, but we encourage you to keep record of your activities. These activities can be formal or informal and related or unrelated to your learning plan.

The transition to the updated CCP and completion of the Jurisprudence learning module was not without its challenges. We appreciate members who took time to provide us feedback on issues. Your feedback helped NANB staff to make improvements during the year and for future modules.



Nurse Practitioner Therapeutics Committee

The Nurse Practitioner Therapeutics Committee is a legislated advisory committee of NANB. Members of the Committee develop and review the Nurse Practitioner (NP) Schedules for Ordering, which include designated forms of energy, laboratory and other tests, and drugs that may be prescribed by an NP.

The Committee is composed of six members with equal representation from nursing (nurse practitioners), medicine and pharmacy, and reports to the NANB Board of Directors and, as required, to the New Brunswick Minister of Health. The NPTC met on December 4, 2020. There were no requests received by the Committee for changes to the Schedules for Ordering in 2020.

Committee members: Janet Weber, NP (Chair); Mary Anne Hogan, NP; Christine Michaud, Pharmacist; Katrina Mulherin, Pharmacist; Naomi White, MD and Timothy Snell, MD.

Nursing Education Advisory Committee

NANB supports education of competent graduate nursing practice through regulatory review of New Brunswick nursing

education programs. The purpose of the review process is to ensure that baccalaureate, nurse practitioner, IEN, and re-entry education programs meet the Standards for Nursing Education in New Brunswick and that students are being prepared to meet entry-level competencies. The Nursing Education Advisory Committee (NEAC) advises the NANB Board of Directors regarding the development and maintenance of nursing education standards and establishing outcomes of nursing program reviews.

In 2020, the NEAC held two meetings. The business of these meetings included: preliminary review of the Oulton College Baccalaureate of Nursing program, preliminary review of the New Brunswick Community College Canadian educated re-entry, internationally educated bridging program and modifications to the Université de Moncton bridging program. All programs can be found on the NANB website. The Committee also made recommendations on requirements for clinical hours and allowed enhanced amounts of laboratory and simulation hours for nursing education programs.

Committee members: Liette Andrée Landry (Chair), Sharon Hamilton, Nicole Irving, Lisa Keirstead-Johnson, Raelyn Lagacé, Bonnie Matchett, Lisa Snodgrass, Angela Snyder, and Glenn Whiteway.

REGISTRATION TO PRACTICE

Emergency Preparedness: COVID-19 Response

In order to provide better assistance to the Government of New Brunswick in ensuring an adequate supply of nurses to assist in the response to the COVID-19 pandemic, in March of 2020, NANB's board of directors approved changes to NANB's rules surrounding Emergency Preparedness. These changes allowed NANB to issue Emergency Temporary Registrations to retired or non-practicing nurses interested in returning to practice to assist in the response to the COVID-19 pandemic.

Throughout 2020, NANB and the Province of New Brunswick sent several calls out to registered and retired nurses to assist with pandemic support. NANB continues to work with government to support an adequate supply of nurses to assist with outbreaks, as they occur, as well as the Province's vaccine roll-out efforts.

The changes to NANB's rules surrounding Emergency

Preparedness also allowed NANB to work with new and recent graduates to enact temporary relief measures, while travel restrictions were in place between New Brunswick and Nova Scotia, where Pearson Vue, the international testing company that administers the NCLEX-RN, has two permanent testing centres. These temporary measures included extending the eligibility timelines for writing the NCLEX-RN, to ensure applicants were not impacted negatively by the disruption in testing. NANB also implemented the emergency registration process to allow new graduates to receive emergency temporary registration, permitting them to practice as a graduate nurse (GN), even if they did not meet the requirement of being registered for the NCLEX-RN.

Extensions were also provided to graduate nurses working under Temporary Registration Permits, to allow them to continue to practice while NCLEX writing dates were unavailable due to COVID-related shutdowns and travel restrictions. NANB also worked closely with Pearson Vue to extend the duration of the Temporary Testing Centres held in Fredericton, in July and October.



MEMBERSHIP STATISTICS

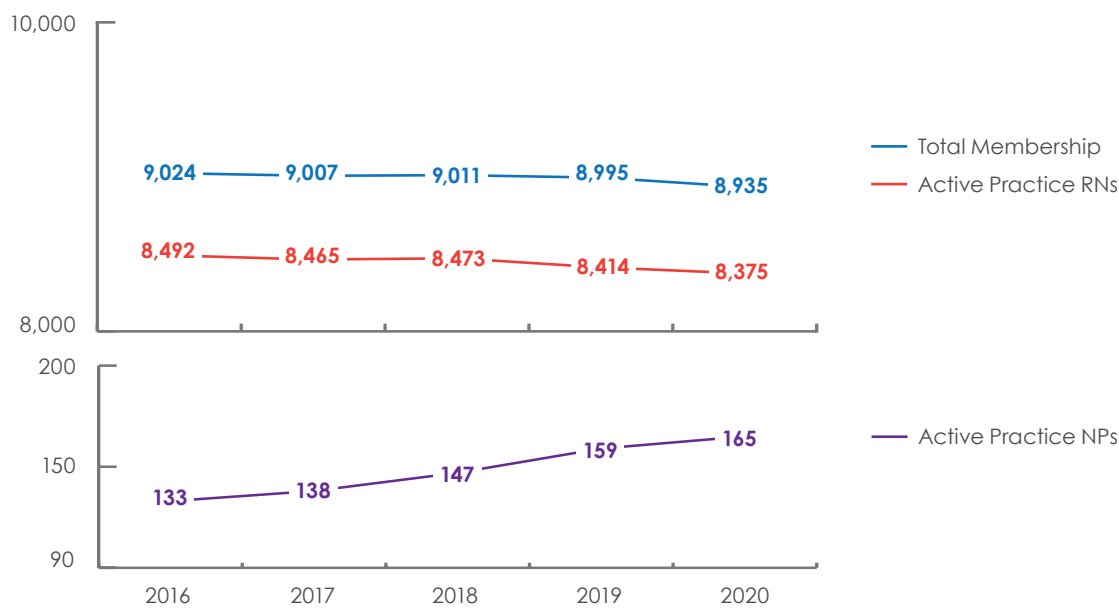


FIGURE 7 Active Practice RNs and NPs

Total Membership includes active practice RNs and NPs, non-practising members, and life members.

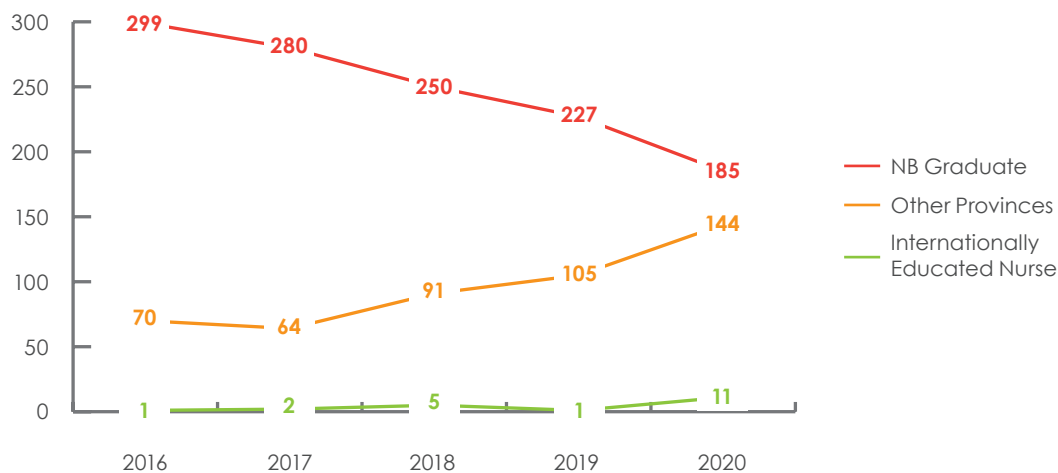


FIGURE 8 Number of New Registrants

MEMBERSHIP STATISTICS

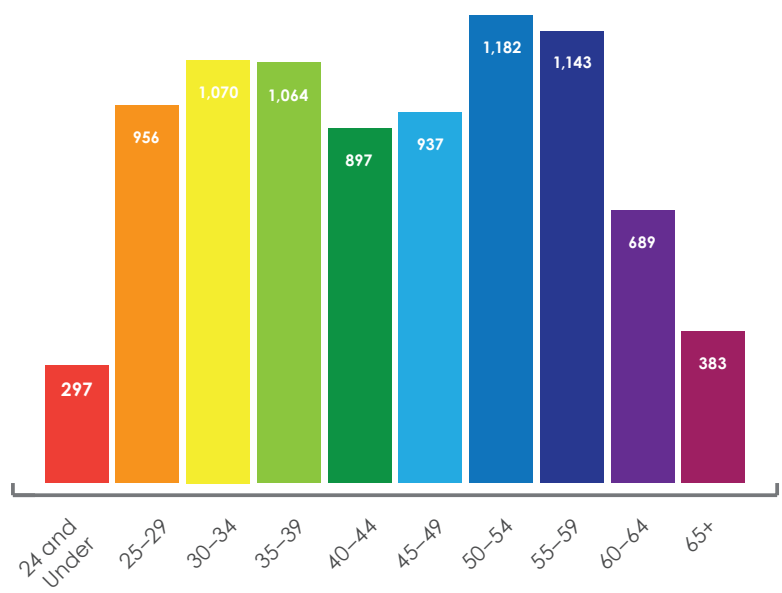


FIGURE 9 Age Distribution of Employed RNs & NPs

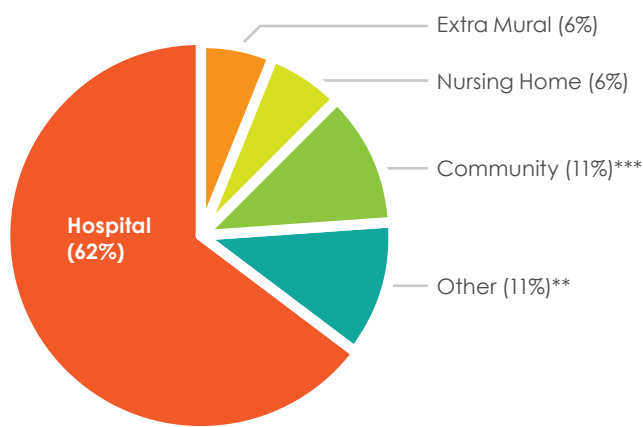


FIGURE 10 Place of Employment*

*Totals may not sum to 100% due to rounding.
 Other includes industry, educational institutions, self-employed, association, government, correctional facilities, addiction centres, armed forces. *Community includes Public Health Service, Home Care Agencies, Physicians Offices, Health Services Centres, Mental Health Clinics and Community Health Centres.

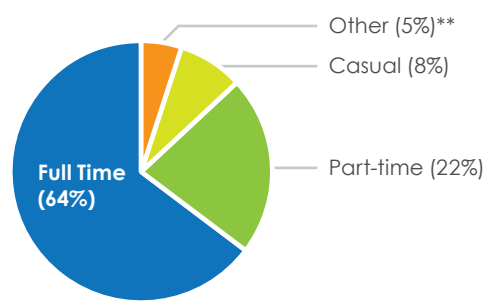


FIGURE 11 Hours of Work*

*Totals may not sum to 100% due to rounding.
 **Includes temporary, leave of absence, and unknown.
 ***Includes part-time by choice (1574) and part-time seeking full-time (282).

MEMBERSHIP STATISTICS

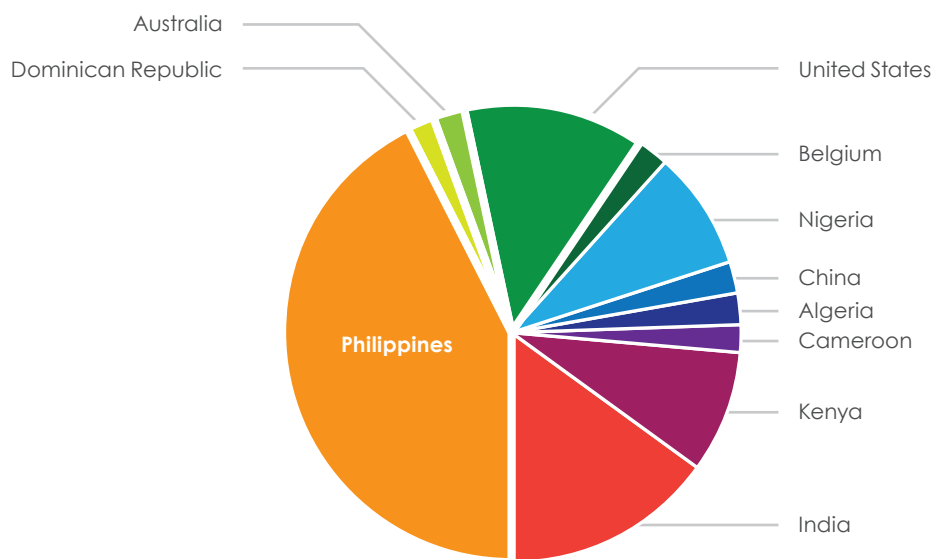


FIGURE 12 Internationally Educated Applicants

Internationally Educated Nurse Applicants

All applicants for registration must complete a nursing education program approved by NANB, or equivalent. NANB assesses Internationally Educated Nurse’s (IEN) education and training against the entry to practice competencies in Canada. If competency gaps are identified, IEN applicants are required to complete additional education and training to become eligible to write the national registration examination and become registered to practice in New Brunswick.

In 2020, NANB made changes to the required evidence to meet language proficiency for IENs. Under our previous rules, applicants had to demonstrate language proficiency in either English or French by achieving benchmark scores on an approved

language proficiency test. Under the new rules, IENs applying for registration with NANB may prove language proficiency in one of the four following ways:

- by achieving benchmark scores on an approved language proficiency test;
- by holding current registration in another Canadian Jurisdiction;
- by completing a nursing program in either English or French;
- by providing other evidence of language proficiency for review by the Registrar.

PROFESSIONAL CONDUCT REVIEW

THE *NURSES ACT* SETS OUT THE PROCESS FOR NANB TO MANAGE COMPLAINTS AGAINST NURSES AND NURSE PRACTITIONERS.

Complaints Committee

The role of the Complaints Committee is to determine if a complaint warrants further consideration by either the Discipline Committee or the Review (Fitness to Practice) Committee. If a danger to the public could result from the member's continued registration and practice, the Complaints Committee may suspend the member's registration. If the complaint does not warrant further consideration, the Complaints Committee dismisses the complaint.

Members of the Complaints Committee from December 1, 2019 to November 30, 2020 were: Denise Cyr-LaPlante (Chair), Robyn Kenney (Vice-Chair), Manon Robichaud, Renée Benoit-Valdron, Diana Dupont, Catherine Hamilton, Pamela Power, Jessica Webster, Fernande Chouinard, Brian Stewart, Edouard Allain and Maurice Comeau.

The following Complaints Committee members completed their terms in 2020, and NANB thanks them for their service: Monique Mallet-Boucher, Julie Boudreau, Marius Chiasson, Patricia Deitch and Elisabeth Goguen.

	Total
New complaints received *	58
Cases carried over from previous years	29
Appeals	1
Cases closed	31
Registration suspended *	14
Conditions imposed on practice	3
Complaints dismissed	23

TABLE 1 Complaints Information from December 1, 2019 to November 30, 2020

* Includes suspensions for not meeting existing conditions

Discipline and Review (Fitness to Practice) Committees

The Discipline Committee and the Review (Fitness to Practice) Committee both hear complaints referred by the Complaints Committee. When a complaint involves a member's capacity or fitness to safely practice nursing due to an ailment or condition, it is referred to and heard by the Review (Fitness to Practice) Committee.

Members of the Discipline Committee from December 1, 2019 to November 30, 2020 were: Luc Drisdelle (Chair), Karen Ursel (Vice-Chair), Caroline Boudreau, Nancy Doiron-Maillet, Nathalie Godin, Lisa Lyn Roy, Thérèse Thompson, Louise Thibodeau, Diane Beaulieu, Hanin Omar, Jennifer Fillmore, Hugette Frenette, Michael Horsman and Yves Godreau. Members of the Fitness to Practice Committee from December 1, 2019 to November 30, 2020 were: Nancy Sirois-Walsh (Chair), Katherine Burkeholder (Vice-Chair), Angel Lavallée, Dorothy Arsenault, Caroline Boudreau, Anna Buchanan, Chelsea Currie-Stokes, Nancy Doiron-Maillet, Nathalie Godin, Thérèse Thompson, Louise Thibodeau, Debbie Lynch, Nicola Hamburg, Kristi Schriver, Gerald Pelletier, Barry Miller and Yves Godreau.

The following Discipline and Fitness to Practice Committee members completed their terms in 2020, and NANB thanks them for their service: Shirley Avoine, Jacqueline Chiasson, Edith Côté-Leger, Elizabeth Harris, Annette LeBouthillier, Charles Flewelling, Michel Haché, Marguerite Levesque and Jo-Anne Nadeau.

COMPLAINTS, FITNESS TO PRACTICE, DISCIPLINE

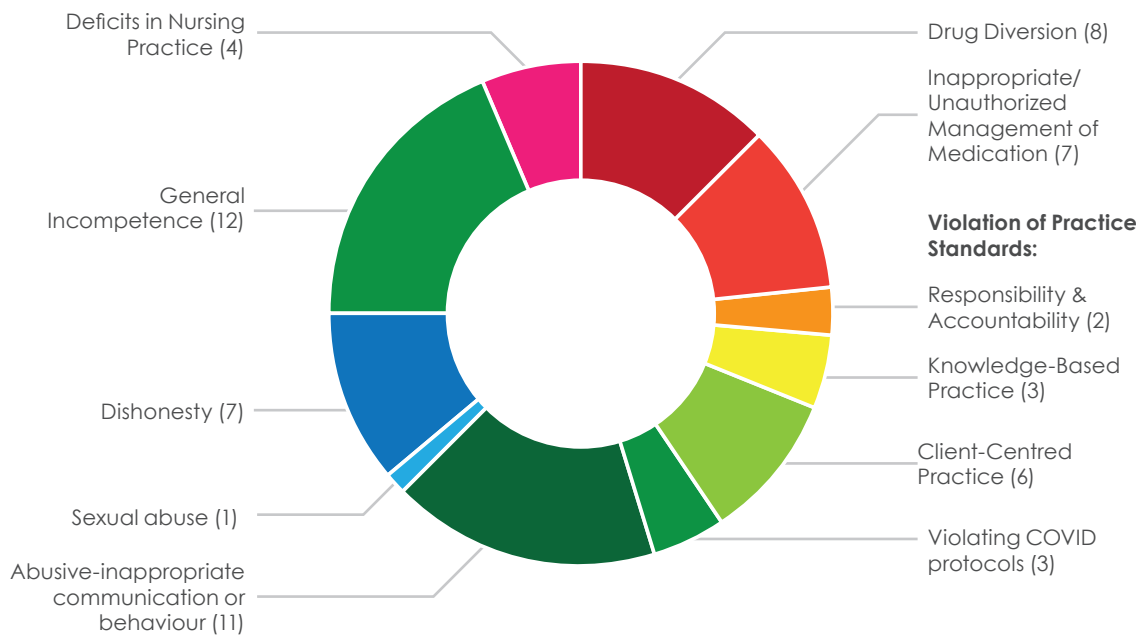


FIGURE 13 Nature of Complaints

Figure 13 is a snapshot of the nature of active complaints as of November 30, 2020. Note: Some of these complaints have since been dismissed or closed, and others are at various stages of the conduct review process.

INDEPENDENT AUDITOR'S REPORT

To the Directors of NURSES ASSOCIATION OF NEW BRUNSWICK

Opinion

We have audited the financial statements of NURSES ASSOCIATION OF NEW BRUNSWICK (the Association), which comprise the statement of financial position as at November 30, 2020, and the statements of changes in fund balances, operations and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at November 30, 2020, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Daye Kelly & Associates

CHARTERED PROFESSIONAL ACCOUNTANTS

Fredericton, New Brunswick
March 12, 2021

DKA DAYE KELLY
& Associates
Chartered Professional Accountants

NURSES ASSOCIATION OF NEW BRUNSWICK

Statement of Financial Position

November 30					2020	2019
	General Fund	Employee Benefit Fund	Contingency Fund	Capital Fund		
ASSETS						
CURRENT						
Cash	\$ 1,081,289	\$ 9	\$ 6	\$ 1	\$ 1,081,305	\$ 445,283
Short-term investments (Note 2)	3,476,166	54,140	453,249	300,000	4,283,555	4,870,539
Accounts receivable (Note 3)	7,916	-	-	-	7,916	17,550
Accrued interest receivable	2,497	1,665	4,296	335	8,793	2,639
Due from Employee Benefit Fund	85,026	-	-	-	-	-
Prepaid expenses	62,090	-	-	-	62,090	68,990
	<u>4,714,984</u>	<u>55,814</u>	<u>457,551</u>	<u>300,336</u>	<u>5,443,659</u>	<u>5,405,001</u>
LONG-TERM						
Accrued interest receivable	464	1,636	13,229	13,281	28,610	20,998
Investments (Note 2)	700,000	54,140	1,067,458	955,482	2,777,080	2,305,722
PROPERTY AND EQUIPMENT (Note 4)	<u>2,227,379</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,227,379</u>	<u>2,190,413</u>
	<u>\$7,642,827</u>	<u>\$ 111,590</u>	<u>\$1,538,238</u>	<u>\$1,269,099</u>	<u>\$ 10,476,728</u>	<u>\$ 9,922,134</u>
LIABILITIES						
CURRENT						
Accounts payable and accruals (Note 5)	\$ 374,256	\$ -	\$ -	\$ -	\$ 374,256	\$ 596,889
Unearned revenue (Note 6)	3,873,157	-	-	-	3,873,157	3,895,382
Due to General Fund	-	85,026	-	-	-	-
	<u>4,247,413</u>	<u>85,026</u>	<u>-</u>	<u>-</u>	<u>4,247,413</u>	<u>4,492,271</u>
Accrued employee retirement/resignation benefits obligation	-	26,564	-	-	26,564	91,920
	<u>4,247,413</u>	<u>111,590</u>	<u>-</u>	<u>-</u>	<u>4,273,977</u>	<u>4,584,191</u>
FUND BALANCES						
Internally restricted	-	-	1,538,238	1,269,099	2,807,337	2,365,821
Invested in capital assets	2,227,379	-	-	-	2,227,379	2,190,413
Unrestricted	1,168,035	-	-	-	1,168,035	781,709
	<u>3,395,414</u>	<u>-</u>	<u>1,538,238</u>	<u>1,269,099</u>	<u>6,202,751</u>	<u>5,337,943</u>
	<u>\$7,642,827</u>	<u>\$ 111,590</u>	<u>\$1,538,238</u>	<u>\$1,269,099</u>	<u>\$ 10,476,728</u>	<u>\$ 9,922,134</u>

COMMITMENTS (Note 7)
CONTINGENCY (Note 8)

APPROVED BY THE BOARD

Director

Maureen Wallace
Director

NURSES ASSOCIATION OF NEW BRUNSWICK

Statement of Changes in Fund Balances

For the Year Ended November 30

	General Fund	Employee Benefit Fund	Contingency Fund	Capital Fund	Total
FUND BALANCES - DECEMBER 1, 2018	\$ 2,901,200	\$ -	\$ 1,465,121	\$ 659,814	\$ 5,026,135
EXCESS OF REVENUE OVER EXPENDITURES	253,666	17,256	32,821	8,065	311,808
INTERFUND TRANSFERS (Note 9)	<u>(182,744)</u>	<u>(17,256)</u>	<u>-</u>	<u>200,000</u>	<u>-</u>
FUND BALANCES - NOVEMBER 30, 2019	2,972,122	-	1,497,942	867,879	5,337,943
EXCESS OF REVENUE OVER EXPENDITURES	765,815	37,477	40,296	21,220	864,808
INTERFUND TRANSFERS (Note 9)	<u>(342,523)</u>	<u>(37,477)</u>	<u>-</u>	<u>380,000</u>	<u>-</u>
FUND BALANCES - NOVEMBER 30, 2020	\$3,395,414	\$ -	\$ 1,538,238	\$ 1,269,099	\$ 6,202,751

NURSES ASSOCIATION OF NEW BRUNSWICK

Statement of Operations

For the Year Ended November 30					2020	2019
	General Fund	Employee Benefit Fund	Contingency Fund	Capital Fund		
REVENUE						
Membership fees	\$3,618,524	\$ -	\$ -	\$ -	\$3,618,524	\$3,636,067
CNA fees and exams	532,816	-	-	-	532,816	509,949
Advertising and publication	6,590	-	-	-	6,590	6,540
Investment income	46,199	2,414	40,296	21,220	110,129	99,627
Rental income (Note 10)	54,008	-	-	-	54,008	54,543
Other income	14,851	-	-	-	14,851	52,426
Government funding	143,775	-	-	-	143,775	112,035
Annual meeting	-	-	-	-	-	1,669
Sponsorship	51,476	-	-	-	51,476	-
	<u>4,468,239</u>	<u>2,414</u>	<u>40,296</u>	<u>21,220</u>	<u>4,532,169</u>	<u>4,472,856</u>
EXPENDITURES						
Employee wages and benefits	1,744,173	(35,063)	-	-	1,709,110	1,787,192
CNA, CNPS and CRNE fees	908,038	-	-	-	908,038	934,455
Annual meeting	20,497	-	-	-	20,497	63,348
Awards	13,000	-	-	-	13,000	62,750
Chapter grants and funds	-	-	-	-	-	2,040
Committees, project and other activities	103,450	-	-	-	103,450	110,442
Liaison - membership/counterparts/stakeholders/corporate	5,362	-	-	-	5,362	72,035
Information systems	128,131	-	-	-	128,131	21,150
Communications and public relations	131,779	-	-	-	131,779	132,592
Bank charges	90,210	-	-	-	90,210	88,021
NANB board and executive	100,434	-	-	-	100,434	152,677
Office expenses	93,128	-	-	-	93,128	114,505
Personnel development	11,439	-	-	-	11,439	28,012
Premise expenses	175,730	-	-	-	175,730	179,824
Professional expenses	70,612	-	-	-	70,612	311,507
Amortization	106,441	-	-	-	106,441	100,498
	<u>3,702,424</u>	<u>(35,063)</u>	<u>-</u>	<u>-</u>	<u>3,667,361</u>	<u>4,161,048</u>
EXCESS OF REVENUE OVER EXPENDITURES	\$ 765,815	\$ 37,477	\$ 40,296	\$ 21,220	\$ 864,808	\$ 311,808

NURSES ASSOCIATION OF NEW BRUNSWICK

Statement of Cash Flow

For the Year Ended November 30					2020	2019
	General Fund	Employee Benefit Fund	Contingency Fund	Capital Fund		
OPERATING ACTIVITIES						
Cash received from members	\$ 4,261,966	\$ -	\$ -	\$ -	\$ 4,261,966	\$ 4,271,705
Cash paid to suppliers and employees	<u>(3,811,716)</u>	<u>(30,293)</u>	<u>-</u>	<u>-</u>	<u>(3,842,009)</u>	<u>(3,711,426)</u>
	<u>450,250</u>	<u>(30,293)</u>	<u>-</u>	<u>-</u>	<u>419,957</u>	<u>560,279</u>
FINANCING ACTIVITIES						
Government assistance	147,487	-	-	-	147,487	112,035
Transfers between funds	<u>(410,293)</u>	<u>30,293</u>	<u>-</u>	<u>380,000</u>	<u>-</u>	<u>-</u>
	<u>(262,806)</u>	<u>30,293</u>	<u>-</u>	<u>380,000</u>	<u>147,487</u>	<u>112,035</u>
INVESTING ACTIVITIES						
Transfer of long-term investments to current	500,000	54,140	437,300	50,000	1,041,440	4,870,539
Proceeds on disposal of investments	-	-	-	-	-	2,788,767
Purchase of long-term investments	<u>(700,000)</u>	<u>-</u>	<u>(254,602)</u>	<u>(558,196)</u>	<u>(1,512,798)</u>	<u>(5,063,127)</u>
Investment income	47,483	-	36,497	12,379	96,359	31,288
Purchase of capital assets	<u>(143,407)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(143,407)</u>	<u>(63,518)</u>
	<u>(295,924)</u>	<u>54,140</u>	<u>219,195</u>	<u>(495,817)</u>	<u>(518,406)</u>	<u>2,563,949</u>
CHANGE IN CASH	<u>(108,480)</u>	<u>54,140</u>	<u>219,195</u>	<u>(115,817)</u>	<u>49,038</u>	<u>3,236,263</u>
CASH - BEGINNING OF YEAR	<u>4,665,935</u>	<u>9</u>	<u>234,060</u>	<u>415,818</u>	<u>5,315,822</u>	<u>2,079,559</u>
CASH - END OF YEAR	<u>\$ 4,557,455</u>	<u>\$ 54,149</u>	<u>\$ 453,255</u>	<u>\$ 300,001</u>	<u>\$ 5,364,860</u>	<u>\$ 5,315,822</u>
REPRESENTED BY:						
Cash	\$ 1,081,289	\$ 9	\$ 6	\$ 1	\$ 1,081,305	\$ 445,283
Short term investments	<u>3,476,166</u>	<u>54,140</u>	<u>453,249</u>	<u>300,000</u>	<u>4,283,555</u>	<u>4,870,539</u>
	<u>\$ 4,557,455</u>	<u>\$ 54,149</u>	<u>\$ 453,255</u>	<u>\$ 300,001</u>	<u>\$ 5,364,860</u>	<u>\$ 5,315,822</u>

NURSES ASSOCIATION OF NEW BRUNSWICK

Notes to Financial Statements

November 30, 2020

The Nurses Association of New Brunswick was incorporated under "An Act Respecting the Nurses Association of New Brunswick" in the Province of New Brunswick on November 20, 1984.

The Association is a self-governing body established to advance and maintain the standard of nursing in the Province of New Brunswick, for governing and regulating those offering nursing care, and for providing for the welfare of members of the public and the profession.

The Association is registered as a not-for-profit association under the Income Tax Act, and as such is exempt from income taxes.

1. SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations. Outlined below are those policies considered particularly significant.

Fund Accounting

The Association follows the restricted fund method of accounting and revenues are recorded when earned.

The fund basis of accounting provides for a separate self-balancing group of accounts to enable separate accountability for assets that are to be used for certain designated purposes. Interfund transactions and balances are presented on the statement of changes in fund balances for each fund and eliminated from the total. The funds established are as follows:

General Fund

Unrestricted revenues and expenses relating to administration and program activities are reported in the General Fund. Registration fees collected during renewal are shown as revenue in the fund and it supports operations throughout the year based on the approval of the annual budget for the year.

Employee Benefit Fund

The Employee Benefit Fund was created to set aside retirement allowance funds for staff who meet the personnel policy requirements of retirement.

Contingency Fund

The Contingency Fund was originally called the Discipline Fund and was established to support large complaints and discipline cases that may occur.

Capital Fund

The Capital Fund was established to fund large capital expenditures that may be required to maintain the Association's building in the future. The Association budgets an annual transfer from General Funds in order to build the Capital Fund to a level expected to meet future needs.

Cash and Cash Equivalents

Cash and cash equivalents consist of cash on hand and balances with banks.

November 30, 2020

1. SIGNIFICANT ACCOUNTING POLICIES (continued)**Short-term Investments**

Investments are recorded at market value.

Property, Equipment and Amortization

Capital assets are recorded at cost. Amortization is recorded annually at rates calculated to write-off the assets over their estimated useful lives as follows:

Building	-	2.5 %	declining balance
Pavement and fencing	-	5.0 %	declining balance
Office furniture and equipment	-	6.67 %	declining balance
Computer and photocopy equipment	-	33.3 %	declining balance

Revenue Recognition

The Association follows the restricted fund method of accounting for contributions. Restricted contributions for which a corresponding restricted fund exists are recognized as revenue in the current period. Externally restricted contributions for which no corresponding fund exists are recorded in the General Fund, and recognized as revenue in the period in which the restrictions are met.

Rental income is recorded as earned. Investment income is recognized on an accrual basis, as it is earned.

Use of Estimates

Under Canadian accounting standards for not-for-profit organizations, management is required to make estimates and assumptions to prepare financial statements. These estimates are based on management's best knowledge of current events and actions that the Association may undertake in the future. These estimates and assumptions may affect the amount of assets and liabilities presented as at the reporting date and the reported amount of revenue and expenditures during the fiscal period. Significant estimates included in these financial statements relate to estimated useful lives of capital assets, accrued interest on investments and accrued liabilities, including future employee benefits. Actual results may be different from the estimates and assumptions used.

Financial Instruments

The Association's financial instruments recognized on the statement of financial position consist of cash, accounts receivable, investments, and accounts payable and accruals.

a) Fair Value

The fair value of cash, accounts receivable, investments and accounts payable and accruals approximate their carrying values due to the immediate or short-term maturity of those instruments.

NURSES ASSOCIATION OF NEW BRUNSWICK

Notes to Financial Statements

November 30, 2020

1. SIGNIFICANT ACCOUNTING POLICIES (continued)

b) Risks and concentrations

The Association is exposed to various risks through its financial instruments. The following analysis provides a measure of the Association's risk exposure and concentrations at the statement of financial position date, i.e., November 30, 2020.

1) Market Risk

The Association is exposed to market risk on its investments. Market risk is the risk that the fair value of the investments will fluctuate as a result of changes in market prices. Market risk includes interest rate risk.

2) Interest Rate Risk

Interest rate risk is the risk that the fair value or future cash flows on short-term investments could fluctuate because of changes in market interest rates. Approximately 58% (2019 - 46%) of the Association's investment portfolio is invested in fixed rate financial instruments which exposes the Association to a fair value risk.

3) Liquidity Risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Association meets its liquidity requirements by preparing and monitoring forecasts of cash flows from operations, anticipating investing and financing activities and holding assets that can be readily converted into cash.

2. SHORT-TERM AND LONG-TERM INVESTMENTS

The short-term and long-term investments represent various investment savings accounts and guaranteed investment certificates, recorded at cost. Short-term investments are due within a year whereas long-term investments are due beyond one year.

3. ACCOUNTS RECEIVABLE

	2020	2019
Accounts receivable	\$ 3,571	\$ 16,638
Other receivable	<u>4,345</u>	<u>912</u>
	<u>\$ 7,916</u>	<u>\$ 17,550</u>

All receivables are for the General Fund.

NURSES ASSOCIATION OF NEW BRUNSWICK

Notes to Financial Statements

November 30, 2020

4. PROPERTY AND EQUIPMENT

	Cost	Accumulated Amortization	Net Value 2020
Land	\$ 301,893	\$ -	\$ 301,893
Building	3,077,658	1,395,884	1,681,774
Pavement and fencing	135,930	22,229	113,701
Office furniture and equipment	307,740	186,998	120,742
Computer and photocopy equipment	126,068	116,799	9,269
	<u>\$3,949,289</u>	<u>\$1,721,910</u>	<u>\$2,227,379</u>

	Cost	Accumulated Amortization	Net Value 2019
Land	\$ 301,893	\$ -	\$ 301,893
Building	3,062,695	1,318,943	1,743,752
Pavement and fencing	18,679	16,366	2,313
Office furniture and equipment	323,076	188,560	134,516
Computer and photocopy equipment	134,248	126,309	7,939
	<u>\$3,840,591</u>	<u>\$1,650,178</u>	<u>\$2,190,413</u>

5. ACCOUNTS PAYABLE AND ACCRUALS

	2020	2019
Trade payables and accruals	\$ 64,325	\$ 78,040
HST payable	308,983	518,849
Employee-related payables	948	-
	<u>\$ 374,256</u>	<u>\$ 596,889</u>

All payables and accruals are for the General Fund.

6. UNEARNED REVENUE

Unearned revenue consists of membership fees collected for the next fiscal year.

November 30, 2020

7. COMMITMENTS

The Association has entered into the following agreements:

- Property management agreement with Considerate Property Management, which is due to expire August 2021
- Lease of a printer from Xerox, which is due to expire February 2024
- Elevator service agreement with OTIS, which is due to expire January 2025
- Lease of a postage machine from Quadient, which is due to expire February 2025

Yearly minimum payments are, including HST:

2021	\$ 34,825
2022	14,937
2023	14,937
2024	12,789
2025	1,671

8. CONTINGENCY

On May 28, 2018, La Société de l'Acadie du Nouveau-Brunswick Inc. & Le Fédération des Étudiantes et Étudiants du Centre Universitaire de Moncton incorporée filed a claim against the Nurses Association of New Brunswick seeking declaratory relief that the entry to practice exam violates language rights of francophone candidates. There have been no financial amounts or damages claimed and an estimate cannot be made at this time of any potential future financial impact. A preliminary motion to dismiss the claim was granted by the Court of Queen's Bench. The Claimants have appealed and the appeal is currently pending. The Association does not foresee any material impact on the organization.

9. INTERFUND TRANSFERS

The purpose of the interfund transfers is to cover expenses of the applicable funds. There are no terms or conditions to these transfers.

10. RENTAL INCOME

The Association leases 2,777 square feet of space to a third party organization. The lease expired March 31, 2017 and has not been formally renewed, although the same organization continues to rent the space under the same terms and conditions as the expired lease.

November 30, 2020

11. COVID-19 PANDEMIC

In March 2020, a worldwide pandemic was declared by the World Health Organization. This pandemic has resulted in a widespread health crisis that has affected the economies and financial markets around the world resulting in an economic downturn. The Association is continually monitoring the potential impact on its operations and, to the date of the authorization of these financial statements, the pandemic has had no significant impact on the Association's operations other than the inability to hold in person meetings and conferences.

The full extent of the impact on the Association's future financial results is uncertain, given the length and severity of these developments and cannot be reliably estimated.

12. COMPARATIVE FIGURES

Prior year figures, which were audited by another auditor, have been reclassified where applicable to conform to current presentation.

COMMUNICATIONS AND ENGAGEMENT



2019 Holiday Campaign

NANB donated \$7,500 to the Alzheimer Society of New Brunswick (ASNB) to support dementia care initiatives. These funds were directed to provide front-line education to care providers. The result of this investment would train six Alzheimer Society of New Brunswick staff with U-First Training to further expand training to 75 paid healthcare providers and to families in the community.

National Nursing Week 2020 (NNW) May 11–17

A Voice to Lead—Nursing the World to Health

COFFEE BREAK ON NANB—On May 12, International Nurses Day, NANB asked members to submit a few sentences on why they are proud to be a nurse, as well as a photo of their nursing team. Winners were sent Tim Horton gift cards for their participation.

INFO Nursing Journal Goes Paperless

In an effort to reduce NANB’s carbon footprint and save costs, the nursing journal moved to an online publication. The publication will continue to be published twice annually (April and October). The first online publication was distributed in April 2020 and archived on NANB’s website www.nanb.nb.ca under documents and resources.

2020 Provincial Election

A provincial election occurred on September 14, 2020. NANB partnered with NBNU to once again identify five (5) health care priorities that nurses can support to improve the health of all New Brunswickers: access to care; nursing shortage; mental health and addictions; long-term care; and pharmacare. The two nursing organizations launched a joint micro-site www.nbnursingmatters.ca which provided additional information, statistics and how to engage local candidates.

2020 NANB Election

An online voting process using a third-party provider, Intelivote Systems Inc. was used to conduct the 2020 Election.

Region 1 (Moncton)

Contested

- Gale Allen
- Julie Boudreau
- Joseph Gallant

Region 3 (York-Sunbury)

Acclaimed

- Nathan Wickett

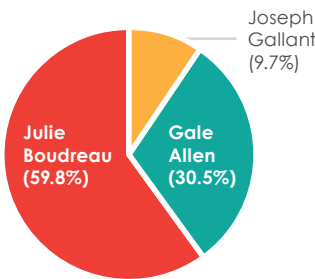


FIGURE 14
Region 1 Election Results

COMMUNICATIONS AND ENGAGEMENT



Annual General Meeting

To adhere with Worksafe NB and public health guidelines, NANB hosted its' first virtual AGM that highlighted the 2019 Annual Report and Auditor's Report. One hundred and thirty-five members participated in the virtual event.

Resolutions Committee

The Resolutions Committee reviews and screens proposed resolutions from the NANB membership and the Board of Directors. The committee is composed of three practicing members who determine whether resolutions are suitable for decision at the Annual General Meeting, for direct presentation to the Board of Directors, or for action by staff.

The Resolutions Committee received a total of seven resolutions for review and consideration in April 2020. Three were proposed by the NANB Board of Directors and four were proposed by members. Three of the resolutions submitted were deemed out of order. Four resolutions were presented to the Assembly and one was accepted by voting members. There were no resolutions submitted on the floor during the Assembly.

The following members served on the Resolutions Committee in 2020: Roberte Vautier (Chair), Sarah Brown and Josée LeGresley.

NANB President Award Recipients

- Julie Cyr,
Université de Moncton (Edmundston)
- Erika Kenny,
Université de Moncton (Shippagan)
- Katia Emilie Lynn Vienneau,
Université de Moncton (Moncton)
- Robyn Travis,
University of New Brunswick (Fredericton)
- Melissa Whitney,
University of New Brunswick (Saint John)
- Sarah Arsenault,
University of New Brunswick (Moncton)

PRESIDENT'S MESSAGE

REFLECTIONS AND PROJECTIONS

As I approach the conclusion of my term as president of NANB, I would like to share some reflections on the current work of NANB and to look forward to the next steps in the journey of nursing regulation in New Brunswick.

Reviewing this Annual Report, you will find details regarding the work of NANB staff, board, and committees. To highlight a couple of items, there have been changes to required evidence to meet language proficiency for internationally educated nurses and we have developed and adopted entry-to-practice exam standards. This is a framework that can be used by an exam developer to assess whether their exam meets required standards. I would like to acknowledge the work of NANB Board members, staff, and those who serve on our legislated and standing committees. You have all shown such commitment and resilience in these trying times.

Your Board of Directors has responded to the COVID-19 pandemic by approving changes to facilitate emergency temporary registrations and restricted licenses for retired nurses to aide actively practicing nurses in the monumental task of vaccinating the people of New Brunswick. It has been a privilege to be part of this multigenerational effort as a vaccinator. These clinics have resulted in teams of nurses, volunteers, administrative professionals, pharmacy and security personnel, from their 20's to their 70's, setting up in arenas, community centers, hospitals, long term care facilities, homeless shelters, and other venues doing what we do, working long hours and getting the job done with professionalism, grit, and grace.

We continue to put much effort into government relations and have had multiple meetings with the ministers, deputy ministers, and various staff of the Departments of Health and of Post-Secondary Education, Training, and Labour as well as the Commissioner of Official Languages and the Chief Medical Officer of Health. Our discussions have centered around nursing resources, nursing education, removal of barriers in the prac-



tice of nurse practitioners, internationally educated nurses, optimizing scope of practice for nurses, a vision for the future of healthcare in NB, and, of course, pandemic response.

There are changes taking place across Canada in nursing organizations and nursing legislation. The work of regulation and association work are being separated and performed by separate entities. Regulatory responsibilities are public-serving and public-facing while the association role is member-serving and member-facing. NANB believes that both roles are equally important. As the work of legislative changes proceeds, we are committed to fostering the creation of a healthy and vibrant separate organization to perform the vital advocacy role of an association that is separate from the regulatory body.

As I pass the reins to your very capable president-elect, Julie Weir, I want to thank Julie for her valuable assistance, wise counsel, calm demeanor, and unfailing support. I also want to acknowledge the diligence and professionalism of Sarah O'Leary, who provides administrative support to the president and the Board of Directors and has been of immeasurable help to me during my tenure. I thank our communications officer, Jennifer Whitehead for steering me through media interviews and keeping me "on point" as much as that is possible. And to our Executive Director, Laurie Janes, I wish to express my respect and gratitude. It can't be easy dealing with a new board chair every two years, yet, you kept me apprised of the issues, answered my countless questions, and you provide this organization with the vision and leadership to navigate the choppy waters of nursing regulation in a whole new era.

I would like to conclude by encouraging nurses to take every opportunity to "lean in", to become involved in your nursing organizations, to take your rightful place at tables where decisions are made. To quote T.S. Eliot (1888-1965), "Only those who will risk going too far can possibly find out how far one can go."

Maureen Wallace
President
president@nanb.nb.ca

PRESIDENT-ELECT'S MESSAGE

NAVIGATING THESE UNPRECEDENTED TIMES IN NURSING REGULATION

As I transition into the role of President to the Board of Directors of NANB, I will begin by thanking my nursing colleagues for your support and encouragement to take on this role. I also want to take this opportunity to thank Maureen Wallace for her teaching and mentoring over the past two years. I honestly cannot believe all that has transpired in our province and in our profession over this time, the statement “these are unprecedented times” has never been more accurate.

I believe that challenges are most often opportunities for improvements. This is true of both global and local concerns, depending on your perspective. Our province has capitalized on these “opportunities” despite this global pandemic. NB has maintained that together, we will get through this and has taken a more collaborative approach than we are seeing in other provinces. That doesn’t mean that all decisions made have been the easy option or even the popular ones, but making these hard decisions is a trait of good leaders guiding our province.

COVID-19 really has changed so many aspects of our lives, both at work and in our home lives. Despite these challenges and focusing on the opportunities, NANB continues to work collaboratively with stakeholders to carry out our role in supporting creative



and innovative change. Some examples include enabling the registration of recent retirees who were interested to help the workforce through outbreaks and vaccine clinics. We continue to work collaboratively with stakeholders to encourage forward momentum on the Nursing Resource Strategy and Healthcare Reform that will support our profession and society well into the future, whatever that future may hold.

Over this same time, NANB has acknowledged there is still lots of work to be done. The need to modernize the *Nurses Act* is long overdue. We are following the national trends amongst other Nursing Regulators who are moving forward with the focus on a stronger and more unified voices in regulation. Movement in these directions will serve our profession well and will keep us inline with the other jurisdictions in Canada.

I am very happy to be involved at this time. I invite and encourage my colleagues to get engaged and involved as opportunities present themselves. There will be many opportunities for involvement and all NB nurses have the required skills and abilities to drive meaningful change. I will welcome all of you to work alongside us at NANB to build the environment that will make us all very proud.

Julie Weir
President-elect

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